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ABSTRACT

These conference proceedings are based on an invitational community forum held in Kansas City, Missouri on December 6, 1987. The purpose of the forum was to provide an opportunity for people with different perspectives on child care to meet together. It was hoped that broadening participants' perspectives on child care issues might increase people's ability to work with each other on this complex enterprise. Participants were early childhood specialists; center and family child care providers from profit and not-for-profit suburban, urban, and inner-city programs; community decision-makers; employers; and parents from various income levels and family backgrounds working in jobs with varying degrees of flexibility. The forum was divided into two parts. First, a national overview on the child care issue was provided by Bernice Weissbourd, founder and president of Family Focus, Inc. and The Family Resource Coalition. She was followed by a panel of four parents who had each experienced child care in a different way. A second panel of presenters representing other constituencies in the child care arena then presented their perspectives. In the second part, six break-out groups held discussions. Transcripts of both parts are provided. (RH)

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Community Child Care Forum:

From the Parents' Perspective

Conference Proceedings

December 6, 1987

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CHILD CARE FORUM: FROM THE PARENTS' PERSPECTIVE

CONFERENCE PROCEEDINGS

Edited by
Stacie G. Goffin, Ed. D.

Sponsored by:

Greater Kansas City Association for the Education of Young Children
Greater Kansas City Coalition of Labor Union Women
Greater Kansas City Section of the National Council of Jewish Women
Heart of America Family Services, Inc.
In the Company of Children, Inc.
Kansas City Business Journal
KCMC Child Development Corporation
Kansas City Parent Magazine
LaPetite Academy, Inc.
National Black Child Development Institute - Kansas City Affiliate
Southwestern Bell
The Women's Bureau - U.S. Department of Labor

@Stacie Goffin, 1988.
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Preface

These conference proceedings are based upon an invitational community forum held in Kansas City, Missouri on December 6, 1987. The purpose of the forum was to bring together people with different perspectives on the issue of child care. The strength of the forum, therefore, was the diversity of its participants and the fact that they were together, in the same room, at the same time, to discuss their views on child care. The primary hoped-for outcome of the conference was an opportunity for participants to broaden their perspectives on child care issues so they might increase their ability to work with each other on this complex enterprise. Present were early childhood specialists, center and family child care providers from profit and not-for-profit suburban, urban, and inner city programs, community decision makers, employers,and parents from various income levels and family forms working in jobs with varying degrees of flexibility.

The Sunday afternoon forum was divided into two parts. During the first part of the conference, Bernice Weissbourd provided a national overview on the child care issue. She was followed by a panel of four parents who have each experienced child care in a different way. A second panel of presenters representing other constituencies in the child care arena then presented their perspectives. The second half of the afternoon consisted of discussions arranged in six break-out groups. Each group was comprised of members of the various constituency groups present so the purpose of the forum could be achieved.

The content of these proceedings is significant not so much because the actual information is new--though the personal perspectives are clearly revealing--but because all the issues are present and confirmed in a single document; and, in fact, there are different perspectives depending upon how one experiences the child care issue. Feedback from conference participants indicated the afternoon successfully achieved its purpose;of special relevance is the extent to which participants appreciated and enjoyed the opportunity to talk about the issues with each other. It is hoped these conference proceedings will provide a second opportunity for participants to think about the afternoon's content as well as extend the information to those who were not present.

Stacie G. Goffin
Conference Convener

Conference Questionnaire

Child care is a very complicated issue. One way to better understand the issue is by learning from people's individual experiences.

Would you please share yours by answering the following questions?

Occupation_____ Job title_____

Male/Female_____ Do you rely on child care?_____

Have you ever had a child in child care?_____

Which constituency listed below do you primarily represent? (Check the one that is most appropriate.)

___employer___employee___community decision maker___child care

provider___early childhood specialist___parent

1. From your perspective, is child care an important issue? If so, why?

2. Child care is a vast issue. If you were asked to identify the 3 most significant concerns in child care, what would they be?

3. Based upon your own personal experiences with the child care issue, what do you see as the major barriers to making progress on these issues?

4. In what ways have the three issues you identified affected your personal and/or professional life?

5. What do you see as the major responsibility(ies) of the groups listed below in addressing your three issues?

   parents:

   business:

   social agencies:

   state and federal government:

6. Who do you think should pay for increasing the availability and quality of child care?

Thanks to Ellen Galinsky, Bank Street, College of Education and Deborah Phillips, University of Virginia, for their assistance in constructing these questions.

Child Care Forum: From the Parents' Perspective

Stacie Goffin: Hello, my name is Stacie Goffin, and it is the fruition of over a year's effort to be able to welcome you to this community forum on child care and to what I think is going to be a very interesting and thought-provoking afternoon. Melissa Berg, of the Kansas City Times, deserves the credit for instigating the idea of a community child care conference. Her week-long front page series on child care provided the impetus for today's event.

Twelve co-sponsors provided the financial assistance and ongoing support that made this community forum and your attendance possible.Co-sponsors were carefully selected to represent what I have been calling constituencies in the child care issue. Southwestern Bell, Kansas City Business Journal, and the Coalition of Labor Union Women each represent an aspect of the business and labor community. In the Company of Children, Inc., represents a new level of entrepreneurial activity in the early childhood profession, and the Women's Bureau represents child care as a woman's issue. Kansas City Parent Magazine and Heart of America Family Services were chosen because of their family orientation toward the child care issue. KCMK child Development Corporation and La Petite Academy, Inc., were selected as representatives of child care providers. The National Council of Jewish Women represents a non-vested community interest group in child care, whereas the last two sponsors, The Greater Kansas City Association for the Education of Young Children and the Black Child Development Institute represent professional organizations in early childhood care and education.

These co-sponsors, in turn, identified you as important individuals to be present at this invitational forum because of your interest and your involvement in the child care issue. Eighty-nine of you R.S.V.P.'d to be here and, in the most diverse way possible, you represent the varied constituency in the child care issue. I must emphasize, however, that participants have been selected to speak on this issue based upon their own experiences and understandings rather than as representatives of their agencies, organizations, or places of employment.

And child care is an issue. The once traditional American family of mother and young children at home with an employed father represents only ten percent of today's American families.

By 1955, it is projected that two-thirds of all pre-school children and four out of five school age children will have mothers who work outside the home. Furthermore, one-half of new mothers are entering the work force before their infants are one

year of age. Obviously, child rearing has become a collaborative effort.

The purpose of this afternoon, therefore, is two-fold. The first purpose is to bring together the various constituents of child care in the Greater Kansas City area--employees, employers, parents, child care providers, early childhood specialists, and community decision makers--because child care is a community issue. The second purpose is to promote more effective communication among the different constituents of child care as a rest of our increased awareness and sensitivity to each other's views. Parents, who as children's primary caregivers coordinate home and care-giving environments while juggling the demands of home and work, serve as the catalyst for teasing out our various perspectives, because, for parents, unlike the rest of us, child care is a very personal issue. The real purpose of this afternoon, therefore, is to listen and to learn from each other so we can better communicate on behalf of the one constituent who is dependent upon all of us to speak on their behalf--children.

And now, to provide a formal welcome from the University of Missouri-Kansas City, I am pleased to introduce Dr. Eugene Eubanks. Dr. Eubanks is the Dean of the School of Education at UMKC, as well as president-elect of the American Association of Colleges of Teacher Education. He will add to my welcoming remarks.

Dean Eubanks: Thank you Dr. Goffin. On behalf of George Russell, who is the Chancellor of the University of Missouri-Kansas City, let me extend a welcome to you. We are pleased to serve as one of the hosts for this important forum. Child care is a prominent agenda item for the 1980's and the coming 1990's. For me, it is also a personal issue as we have just adopted a two-year old child, and have two adult children. With multiple family partners in the work force and single parent households, it is no longer given that parents will be able, during the working hours, to give adequate care to their child. We cannot continue in the absence of a well-planned child care system in the metropolitan area. Without question, parents' perspectives are a vital component as we utilize their intellect to insure our future--and the future of our new generation is not dependent on chance. Child care should not be dependent on chance, folks. Our need for appropriate and adequate child care cannot be questioned. I believe we have the knowledge and intellect to create an effective system. Therefore, the real issue is "Do we have the will?" or "Are we ready to make the necessary commitment to provide a quality system?" I wish you well in the forum today and trust your deliberations and outcomes will be positive, and that you will advance the quality of child care in our area.

Again , "Welcome to UMKC."

Stacie Goffin: It is now really with a great deal of pleasure that I introduce our Keynote Speaker to you. Bernice Weissbourd is the founder and president of Family Focus, Inc. and the Family Resource Coalition. She is a contributing editor of Parents magazine and has co-authored two books and numerous articles on family support and child care. She was invited to speak at this conference because of her national perspective and her combined expertise in child care and working with parents.

Bernice is also the past president of N.A.E.Y.C., the National Association for the Education of Young Children, which is a major professional organization for early childhood professionals, As board member of the National Center for Clinical Infant Programs, and president-elect of the American Orthopsychiatric Association. And with all this, she thought our community forum important enough to fit us into her hectic schedule! My interactions with Bernice have been of the most positive kind. It is with real pleasure that I introduce you to her. Her presentation, "What Is Our Responsibility to Parents: Are We Helping or Hindering?", will help provide a framework for our discussion today.

What is our Responsibility to Parents: Are We Helping or Hindering?

Bernice Weissbourd: Thank you so much, Stacie. It may be a hectic schedule--I just came in from Washington actually, but it is very exciting to be here. I am not often in a trial room which, I was thinking, scares me a little bit . Instead of putting myself on trial, however, I thought all of us will be the jury for the issues that we have to struggle with today. Stacie's conceptualization of this whole conference was so exciting to me that frankly, I wouldn't have missed it. I think that she has drawn together an unusual group of people, and I really look forward to learning from all of you. I am going to start off with just a couple of true statements that I have heard recently.

One is from a three-year old girl who announces one morning to her mother--who is a business woman--that when she grows up, she wants to be a father. Her mother said, "Why do you want to be a father?" She responded, "Because Mommies work too hard." Another statement is from a single mother--and this is not a joke--"The tension, the conflict, is unbelievable, you want to be a good worker but you feel guilt on every front. " The third comment was, "I am so worried about my child alone at home after 3:30 that I am utterly useless on my job." I have heard corporate people tell me that their telephones start ringing every day at 3:30, and their employees start calling home every day at 3:30 to the extent that employers think it is interfering with their business progress. Finally, a woman at a conference ran up to me very enthusiastically and said, "My child is 18 months old, and she is learning the alphabet from flash cards we have. She is so smart!" Both the mother and the father were very enthusiastic about making their child the best and the brightest.

I tell you these true statements because they speak to many changes in our society: to women working and trying to keep both the work front and the home front going as best they can, to large numbers of single women who are attempting to do the same and have to do it alone, to children for whom communities do not plan so they are left to fend for themselves, and to parents who hurry their children to grow up too fast and to learn inappropriately because they feel the pressure to succeed. In drawing this sort of picture, I would like to just say a few words about how our language has changed. New words have crept into our language which we may not even be aware of, and they too, reflect the changes in our society. We see screaming headlines about "Super Mom,"the woman who can do it all and does not quite get paid for it! And now, there is the expression which I see a lot of: "Super Baby." The babies I know who are really super would never fit that definition; they don't speak two languages at two years!

Some words have already become so commonplace we do not realize how recent they are. Such a word is "parenting." Parenting was not even in the dictionary until 1954, and it seems to reflect an approach to parenting that suggests it is a skill, and it is a job--a job to be learned--and that it is a process of acting upon children."Parenthood", which is the word previously used, is kind of a state of being, a time in one's life, while parenting is a word of action. There are other new terms including "blended family" when parents divorce, remarry, and have another set of children which gives some children two sets of parents and four sets of siblings and four sets of grandparents. This, in turn, occasions another new term which is "step-parenting." The word "stepmother" has a different meaning today and no longer conjures up the picture of the ugly woman of our fairly tales but often connotes a very loving relationship. We use the phrase "single parent homes" and we say "children of a single parent"--not children born out of wedlock and not illegitimate children. It is interesting to me to note that those words were replaced by the others when the phenomenon became a phenomenon of the middle class population. Previously, it had just been a phenomenon of the poor population." Female headed households" is the new phrase supplanting the more denigrating term "matriarch of family." Fortunately, we no longer use the word "bastard" applied in its literal meaning to any child, we only use it for a no good adult!

And how many of you are familiar with the word "posslq" used to describe certain families? The word was created by the Census Bureau for its last census report and is made up of initials that stand for "people Of the opposite sex sharing living quarters." When did you last hear the word "spinster or old maid?" Would any of you ever think of calling the single professional woman who was snappily dressed and an officer in a large corporation a spinster? Or an old maid? These are all subtle differences, but they are symbols of revolutionary processes. A clear example can be seen in our attitude towards sex where the question in only one generation has changed from "How can you sleep with a person if you are not married?" to "How can you marry a person you haven't slept with?" As society has changed, these dramatic changes have occurred but there are some which are less familiar and are less in our consciousness; I would like to talk about some of those.

One of those changes is our new view of parents. First, let's glimpse back a little bit briefly to where we came from, and it is not a history because we can't possibly do that here; but if we really want to illuminate the present, I think we need to know a little about the past. It came to me graphically in a recent Mother's Group when a young woman, who is the age of my daughter, said of her mother, "In her generation, they didn't really worry about their children." I thought Oh,Wow!... In earlier

generations, childrearing was strictly an adult-centered process. Children were treated as little adults, looked upon as little adults, and expected to behave as little adults. If any of you have seen portraits from those periods, children were also dressed as little adults. Pressures on them were to be very well behaved and very obedient--not resourceful and happy. There were study groups about that time in 1850 and the first one was in Maine. These were study groups of parents, or really mothers, and their goal was to teach parents how to break the will of the child.

Then, in the last generation, the pendulum of child-rearing swung toward a child-centered approach which saw parents submerging themselves to cater to their children, constantly gratifying their children's needs and desires for fear they would interfere with the child's creativity and spontaneity. I recently read that when the Duke of Windsor visited our country at about that period, he made the statement "the most remarkable thing in American is the way parents obey their children."

Today, the prevailing thought is that the child is an identifiable human being who interacts with the adults who care for him. The quality of this interaction is important. It is not only the children who grow and develop but their parents, as well,and it is not that each does so separately but that the responsiveness of each to the other really determines the development of both. Therefore, our concern is not only with children's development but with parents' growth and development, as well. The parent as a concept is still in the very early stages of study and research, and I am sure there will be much more literature on parenthood as the years go on.

When I first studied psychology, human development stopped at age 21. When you were old enough to buy liquor, and marry,and vote, your development was over. You had arrived at adulthood. Today, we understand parenthood to be a stage in a cycle of life. We do not view parents solely as vehicles for raising children, as empty vessels that you pour information into. Parenthood is a developmental task for adults. We recognize that as a child reaches certain developmental levels, the parent's attitudes and feelings and responses reflect their remembered or unconscious childhood experiences; some parents are particularly gratified by the total dependency of infants. Others, equally loving, experience ambivalence between the fulfillment offered by the infant stage and the frustration of being completely at somebody else's beck and call. Still others, speaking frankly, don't care for infants at all and can't wait until , as they say, "their babies become little people" and they can respond to reason. There are parents of toddlers who are striving for independence and autonomy while dealing with their own issues of control and separation, who enjoy that stage a great deal. On the other hand,the mother who had

been most gratified with the dependency of her infant may feel threatened by the child who explores, runs around, and says a defiant "No." The mother who experiences infancy as an intolerable burden, however, may now delight in her child who is asserting himself and spreading his wings and may, at this time, first begin to feel competent as a mother. I think that in our various roles, we really should be aware of these things that happen with parents in relationships with their children's stages of development and so on through development.

Furthermore, the individuality of each child and his/her particular style of managing developmental tasks influences the adaptation and growth of parents. Some parents may react to specific characteristics of their children in terms of their own experiences; for example, "This kid walks exactly like my Uncle Harry and I hated him." Or, I now hear parents (because we say so much about the individuality of children and what they come with in terms of their own personalities) just sort of toss off a problem by saying, "Oh, well, we are just a bad match."

You know the old saying "The child is father to the man?". I know when I was a young student, I could never quite figure out what that meant, but it really means just what we are talking about--that parental behavior is determined by the environment in which the parent grew up as a child. Typically, parents will repeat their own experiences unless they consciously make an effort to establish patterns that are different from their own experiences. How many of you, even in the most every-day circumstances, suddenly hear yourself saying to your child exactly what your mother said to you that you didn't like and then you said "I'll never do that " and here you are, doing it? And similarly for teachers. So, I think we are saying that parent education should get to the feelings of parents and their personal understanding of what their own experiences have been so they can , when they want to and choose to, change their behavior. Parenthood is a whole experience, a complex interweaving of who one is, how one came to be that person, and where one is headed. Being a parent is a developmental process including both self-sacrifice and self-fulfillment. It is possible to be primarily concerned with one's child's needs and yet desire and find ways to fulfill one's own needs and grow as a person as well as a parent--a complimentary and not contradictory process.

As we view parents today, we must also recognize that parents are inseparable from that which surrounds them; while some surroundings like the home and wardrobe and family and friends are observable; some important surroundings like credit and debt, and pressures and doubts, just to name a few, are invisible. The ability of parents to be the good parents they want to be is often severely hampered by the effects of unemployment on the

family, and by the tensions of balancing work and family when two pay checks are a necessity and the availability of good child care is limited. So, if we are concerned with children's welfare, we must look at the parents' state of being. The parent is the most significant bond a child has. I know we are all wonderful teachers, but we are really only second, as it ought to be. It should be considered quite remarkable that sometimes the most destitute parents persist in having dreams for their children. Clearly, if communications with children are to be effectively changed, there must be a change in the parent's experience with the world.

A second dramatic change in our society, of which we are less aware, is the impact of the view of parents on the relationship between parents and professionals. Let me share a story with you. This is the story of Johnny who was in his classroom and the teacher was noticing that he kept scratching himself. She was really annoyed and said, "Johnny, why are you scratching yourself?" and he said, "I'm the only one who knows where it itches!" An invisible but powerful itch made this young, honest man uncomfortable. Until he could pursue a remedy for that overpowering concern, he could not in any way participate in this classroom , no matter how important or how dynamically the teacher presented the material.

It is similarly so with adults. With traditional parent education, too often the perceived goal is to pour into the parent mind a precise dose of information regarding childrearing or child development. This preset information, of course, is that which is determined by experts as being vital for good parents to know. So, even though parents may be the only ones who know "where it itches", so to speak, active involvement of those parents in determining the program is seldom given more than lip service.

We know how important it is for parents to feel good about themselves, so I hope we have stopped undermining mothers and how they do their job. Sometimes, we have made parents feel there is some sort of technique to be mastered, and we have the key to it, rather than recognizing that when they really care about their children, there is so much they do right. But, parents also need us to provide the resources and support through which they can solve problems. We know parents are children's first teachers but we don't always remember they have to feel secure first in order to be teachers. If our relationships with parents is that of partners, for the sake of the child, then we can acknowledge that each partner has a special relationship.

In the area of childrearing, parents are experts about their own particular child, bringing to the partnership their goals for the child and their commitments to the culture and traditions in

which that child is growing up. Parents know their own child's characteristics. How many times have you heard a parent say, "But I told the pediatrician there was something wrong" and the pediatrician has said, "Don't worry, he will grow out of it."?

A formulation we like to use in describing the parent and professional relationship is,therefore, that of the Specialist and the Generalist, the parent being the specialist about his or her own child and the professional being the generalist, a source of information based on educational background. It is not a helper-helpee relationship. Such an understanding between parents and caregivers in child care programs would lay the foundation for a relationship in which each could communicate with the other without the tensions and conflicts that occur when, for example, mothers feel guilty because they are leaving their child off or angry because they wish they wouldn't have to or left out because they are not there when the child takes the first step and, on the other hand, caregivers feel put upon, unappreciated, and often hostile to the way parents are behaving.

One of the most important elements of good quality in child care, according to Urie Bronfenbrenner, which is not often discussed is " the importance of linkages between the family, day care, and the world of work. If the child care enhances the power of the family, there are excellent results for the child. If the family is undermined, then the outcome is not so good.

A third less talked about but exceedingly important factor in our changing environment, is the enormous fund of new information on the early years of life, particularly in infancy and toddlerhood. We now know of the emerging capacities of infants. How many of you saw a PBS film called "Right From the Start"? It starts off with a man on the street going around and just putting the microphone in front of people's faces and asking questions like, "When do you think a baby sees?" and the respondent answers, "Oh, maybe three months, maybe four months. " When do you think a baby hears? " "Oh, maybe six months." "When do you think a baby recognizes you?" "Oh, I don't know, gotta be older than a year." It is really very amazing that what we know about the competencies of infants--who see and hear and recognize their mother from birth--is not yet part of common knowledge. Yet it is certainly a part of what we need to think about as we think about child care.

We know that the experiences children have in the years before five set the stage for how they will learn in school and play with their peers,how they will feel about the kind of person they are, and how much they will trust others and therefore, grow up to be cooperative, constructive human beings. Even though we are all very dedicated to the first five years, I always feel the

need to say a cautionary note that although the early years set a great foundation, we can't stop when children are six. Still, all the evidence shows that children who don't have a good start, compared with the children that do spend less time in special education classes, have fewer school absences, have higher grades, are more likely to graduate from high school and continue further training, have higher rates of employment, lower numbers of teenage pregnancies, and are less likely to be arrested. But providing a solid base for a child is expensive. Yes, it is very expensive--and we should never sell that short--but it is also cost effective! The public has saved, in the few programs that have been set up to really demonstrate this, over $7,000 per child, based on the savings in special education classes , unemployment benefits, less reliance on public assistance, and fewer arrests. In many ways, this shapes the way we need to think about public policy.

A fourth dramatic change emanating from all of the above is the change in service direction to focus on prevention. Increasingly, state after state is examining how families can be supported from birth to create an environment early on which is conducive to a child's healthy growth. We are beginning to recognize and to believe that seeking support is a sign of strength. It is <u>not</u> a deficit model. In our country, where rugged individualism , pulling yourself up by your boot straps, and being self-sufficient have been the calling cards for success, we find ourselves a nation of lonely people. When Mother Teresa visited the United States, she commented that "The disease in India is poverty and the disease in the United States is loneliness." Our office regularly receives letters from parents out there asking, in effect, "Is anyone there?"; "Is there anyone we can reach out to communicate with and share problems?" They seek information on programs in their communities or groups they can contact. We are all dependent. We are dependent upon our schools, our hospitals, and our libraries; there is no such thing as being totally self-sufficient. We need to re-orient to what we call a "health model of services" which recognizes support is what enables parents to support themselves. Expecting families to do it alone is like expecting fish to swim out of water.

As we focus on prevention, a new resource has developed called Family Resource Programs. I will just say one word about them because they do provide family focused services in communities to parents and children. The specific services provided depend upon the community and the financial and human resources which are available, but they all include things like parent education and support groups, parent-child joint activities groups, drop in centers, child care when parents are engaged in other activities, information and referral, home visiting, health and nutrition; they are viewed as community resources. Their aim is to

enable parents to create a healthy environment from the start and empower parents to seek the resources they need to sustain that environment. Family resource programs as part of child care would truly make a child care center a family place where parents, children, and staff together have a sense of community and have a sense of possibilities for change. I certainly hope that we will start moving in that direction.

All of this leads us, of course, directly to child care which, in our changing society, is a vital support to families. Let's look at the present state of affairs in child care. Two-thirds of the mothers in this country are working women. Fifty-two percent of mothers with children under six and fifty-one percent of mothers with children under one are now part of the work force . The demand for child care far outstrips the supply. Six million children under the age of six need child care, and only about one million child care slots are available. Many parents are dissatisfied with their present child care arrangements and suffer anguish because they can't do any better. Either they can't afford it or they don't have good enough care available anywhere. One mother said, "My child cries when I drop her off in the morning, and I get into the car and I cry too". The high cost of child care places enormous burdens on families and on providers, as well. Families have to settle for what they know is not high quality and providers do likewise because they cannot afford the training they need or the equipment and facilities they really want to have.

Also,with no federal child care standards, there are wide variations in licensing standards across the states. There were federal child care standards, but there are no longer. In some states, child care personnel are not even required to be high school graduates and can start working at 16 years. Thirty-two states have reduced their licensing and monitoring efforts since 1984. Some child care centers allow one staff to 8 infants. You have to visualize that to see what it means. Average full-time salaries for child care workers is now $9200 a year. Family day care providers earn less than half of that, approximately $4000 a year. Two out of three child care workers earn wages below the poverty level. In our Department of Labor statistics, child care workers' salaries are on the same line as parking lot attendants and zoo keepers. Low wages affect child care in so many ways that one might consider inadequate pay as the major problem to tackle. It discourages talented people from entering the field; it makes caring for young children a low status career. I think there is major irony in our country when we know that the most important years are the first five years and our salaries are exactly the opposite. I sometimes think we ought to (excuse me Gene) switch the University salaries for the most important years in a child's life. Low salaries close out opportunities for further training; they result in frequent turnover of staff. So, precisely in

the years when children need consistent people in order to develop trusting and stable relationships, they are constantly having shifting caregivers. The turnover rate today is over sixty percent.

Now, let me assure you that all children are not getting poor child care. Families that can afford it often have good caregivers at home or have their children in excellent and expensive centers, but can we really allow a two-tier system--one for the "haves" and one for the "have nots"? Hardly. The number of children in this country living in poverty is one in four and one in two for minority children. Thousands of children today are in bad day care. Those are the same children who are in poor communities where they are getting poor health care and poor growth experiences.

Now, let me tell you something, and you can tell me if you think what I am saying is fact or fantasy. It is about Susan. Susan works as a secretary and has three children, ages eight, three, and two. When each of her children was born, Susan was entitled to nine months paid leave at ninety percent of her salary plus a six-month job protected but unpaid leave. Since her two youngest children were born within a year of each other, she chose to merge her maternity leave into a consecutive two and a half year period. Her husband was also eligible to share parental leave with her, and he took a four month leave at the time of the birth of their first child. Now, during the working day, Susan's eldest child is in public school which gets out at 4:00 p.m. He then attends an after-school program in the same school. The younger two are enrolled in a government sponsored day care center. The fee for this program is income adjusted, and Susan pays the same for the two children as she would for one. The day care center is located in the apartment complex where she and her family live, and it is open from 7:00 a.m. to 6:00 p.m. every day. The center has an enrollment of twelve children who are supervised by four adults. The facilities are bright,airy,and well equipped. How many of you think I have a good imagination? How many of you think I am telling you a true story? Well, you are all right. It is fantasy in the United States, but this is a true story in Sweden.

In the midst of this picture of what we do in the United States is a contrasting picture of what we know. We are leaders in the field of child development knowledge. We know the components of quality child care; we know that good staff ratios are one staff to three under the age of one, and one staff to four under the age of two. It is not only staff ratios that affects quality, but it is also group size that affects the environment for children. When children are in large groups, it has been found that staff pay less attention to children as individuals than when they are in small groups. Our researchers have taught us a lot,

and we are very sophisticated in our knowledge of what children need. It is another irony that, with our sophistication, we have not implemented it anywhere near where we should.

It is not possible to talk of child care and omit the world of work. Most women work because they must. Single parents working is critical. Though some women work because they choose to, the issue of child care remains vital for all. There are some corporations responsive to the family needs of their employers and employees. Incidentally, I noticed the AT&T book being distributed; it really is an excellent book on the issues of child care and covers a lot of what I, therefore, will just mention. There are large corporations, and they may offer flexible working hours, part-time work, flexible benefits, salary reduction plans where funds are set aside for child care, or reimbursements to employees for the full cost of child care. The problem is that these possibilities are available to very few of the working mother population and, even then, generally only to those in the higher levels.

So, what we see is a society that has radically changed, and a social system that lags far behind. Families are different today but the institutions upon which families depend have not changed to serve their needs. A system of child care is non-existent. Schools still open from 9:00 a.m. - 3:00 p.m. regardless of the fact that children go back to empty homes, and resources to help parents in their role are few and far between.

Given this picture, let's change the question we started with which was "Are We Helping or Hindering?", to "What Can We Do To Help?". One is, we must recognize that child care is a responsibility of our government--federal,state and local--as a model employer, funder, and policy setter. The private sector must be involved as well as a model employer, funder and policy setter, establishing benefits which recognize the requirements of employees who are also parents. Voluntary agencies, schools, churches,and unions can further assist in providing resources and services. Secondly, we must develop a preventive approach. We must change our mind set from meeting crises. Margaret Mead once said that "America is an amazing country; when something goes wrong, we organize ourselves and solve the problem, but we never plan to avoid it." I think we have that opportunity now. We must develop a preventive approach which assumes all families of young children have a right to services which will assist them as parents and which will help them give their children a right start. I submit that there are three primary services: health services, child care services of high quality, and family support centers and services. This integrated system should be preceded by a system of good prenatal care and a period of parental leave, and I don't think this is a fantasy.

How can we do it? I take some of my comments from the material of the National Center for Clinical Infant Programs who has looked into this issue very carefully. In health care, we provide a primary, preventive health program for all pregnant women and children by enhancing Medicaid coverage which is a federal and state area, by expanded insurance which is a private area, by more coverage for early screening to detect problems which is a federal and state area,and by early intervention networks which are public and private areas. I am just going to give a few of the ways of how each of these could support families.

We must have a parental leave policy that provides paid and unpaid leave for working women at the time of birth or adoption. How? By state disability insurance plans which are state and private initiated, and by requirements of employers that leave may be taken unpaid with job protection which would be both federal and private. We must also have a possibility for increasing family support programs in communities so that parents can have the opportunities to get the parent education and the services that they need. We must provide an adequate supply of high quality affordable child care, both center and family based. How? By your tax credits with refundability for low income tax brackets which is a federal initiative, by increased public education of parents through television, radio, and newspapers as to what to look for in child care, by corporate and charitable support for more child care programs which is a private initiative, and by increasing Title XX funds. These efforts would reflect private, state and federal initiatives.

Knowledge, and we have the knowledge, is power, and parents can be enormously effective as advocates. I don't know if you remember, there was a time when Headstart was going to be dropped, then maybe severely cut, because the initial research said children were not showing any improvement.(That research is all changed, incidentally.) The onslaught in Washington of Headstart parents from all over the country was really the reason that the Headstart programs were not dropped, and I say that because parents don't often recognize the power that they really could have.

Ed Zigler recently reminded me of the 1971 Bill Brademas bill. I don't know how many of you remember that. It was a wonderful child care bill. It was passed by Congress and was vetoed by Nixon. We speculated on what our child care system would have been today if that bill had not been vetoed--but there was no parent response. I think we are in a different time today. I think parents are so concerned that we could mobilize a parents' response.

Today, there are two pieces of legislation directed to the concerns I have talked about and a third one to be introduced. I would like to mention all of them. One of them is a parental leave bill. It is Pat Schroeder's bill, and it is called a Family and Medical Leave Act. It allows parents up to eighteen weeks of unpaid leave to care for newborns or seriously ill children. We know the importance for parents to have the first months of their children's lives to get to know their unique personality and to have the child know them and to really develop the bond that sets the stage for all they do afterward. This bill is a minimum first step. It is an unpaid bill, but it is the first step and something is far better than nothing. Another is the ABC Bill--the Act for Better Child Care. It authorizes 2.5 billion dollars for additional child care services in this country, helps low and moderate income families pay for child care on a sliding fee basis, increases the supply of both day care centers and family day care, strengthens the quality of day care by giving priority to programs which include top notch services including family support services, and expands training for child care providers. This bill was introduced November 9th by Christopher Dodd from Connecticut and Representative Kildee, and it is being sponsoring by 80* national organizations, and some of the organizations Stacie mentioned are amongst them.

The bill about to be introduced, and I don't know how many of you know this, is called the New School Child Care Demonstration Projects Bill. This is a bill that was initiated by Ed Zigler who is the initiator of Headstart. It will provide financial assistance to states for the establishment of child care demonstration projects within existing elementary and secondary school buildings. These would include four aspects: on-site child care for children ages 3-12, family support systems for first time parents, information and referral services, and support for local family day care providers. The primary goal of government policy on children , Ed says, should be optimal development of all children using the system and equal access of all children to quality child care services. Ed is envisioning a child care system parallel to the public education system using the empty public school buildings that we currently have. This bill is a demonstration bill, and it calls for 120 million dollars. I must tell you that I read in yesterday's Washington Post that Canada, after two years of planning, has just passed a 4 billion dollar comprehensive child care bill. Now that is almost twice as big as ours for a population that, I think, is less than half of ours.

In closing, just let me say that the debate on whether the American family is in a state of decay and collapse or substantially vital is a well worn-out debate. In spite of the

*Editor's Note: This number is now over 100.

changes in family life that shook the faith of many and panicked few, no substitute for the family has appeared on the scene; the gavel has come down on the side of the permanency and durability of the American family. We must remember that 98% of children are in families. They are in a wide variety of structures of families, but they are in families. The issue may be less whether the American family is weak or strong but whether the failures of our institutions to catch up with the present realities of the American family will determine its ultimate ability to function. Robert Frost has a wonderful line in a poem where he says, "The family is where, when you have to go there, they have to take you in".

I think this is an unusual and impressive audience; I said that before. It includes providers, early childhood specialists, parents, business and labor, and press and policy makers. Seldom do conferences address such a spectrum of interest and backgrounds. You are here because of your concern about the issues faced by America's children, and your concern is evidenced in recent polls. The Harris poll and the Peter Hart poll which were recently taken, indicate that a majority of the American people are saying that the status of children and families has to be the primary issue of the day. Our presidential candidates know this. Children and families are going to be very high on the political agenda. I believe each of you needs to be heard. You need to be heard on parental leave because you know the significance of the very early mother-child bond, and you need to be heard on day care because you know what quality care means and the dangers to children when they do not have it. You need to be heard on child care workers' salaries, on tax credits, and subsidy rates for child care, on training opportunities, and on work place practices, and on school and community responsibilities to children of working parents. You now can be heard through specific bills to support, and also, you will be able to be heard through your vote. You know the questions you must ask of your candidate.

The Chinese have a sign for crisis, and it is two parts. One part says danger, and the other part says opportunity. It conveys the meaning that in every crisis lies an opportunity. There is also a Chinese proverb "If you don't change directions, you might get where you are heading." The issue of quality life for children and families is an issue of social justice; it is our issue, and we must cross the bridge from inactivity to involvement so that the voices of all of you sitting out there who really do understand what is necessary for children and families become the voices that avert danger,that see the opportunity, and set the direction for our nation.Thank you.

Child Care: Expanding Our Perspective

Stacie Goffin: We are now ready to move on in our program; we will begin to learn more about the different perspectives on child care. We begin with parents. Each of the parents who are present today have experienced child care with their children in very different ways. Our first parent is Janice Eason. Janice is a telephone sales representative for Blue Cross/Blue Shield and the parent of five children, ages 3,7,10,15,and 19 years old. The youngest three have all used child care, and the youngest two are still currently in child care. Originally, Janice's 7 and 10-year old children were being cared for by an aunt but when the aunt could no longer help care for the children, Janice found she could not afford non-relative child care because she was only earning a minimum wage. Through a flier, Janice found out about her children's current program and how to receive some financial assistance. The availability of subsidized child care enabled Janice to keep working and to improve her work status. Janice can tell her story far better than I can.

Janis Eason: Good afternoon, ladies and gentlemen. My name is Janis Eason, as Stacie said, and my children virtually grew up in Goppert Day Care Center. My daughter is now 10, my son is 7, and they started out in day care when my son was almost 2 and my daughter was 3. My son was put into a day care home prior to age 2 and then went into the center. My children learned (it was just fantastic the things that were taught) in the Goppert Day Care Center. They had a teacher there by the name of Mrs. Kuka; and Mrs. Kuka was of Spanish descent, and she taught my children to count in Spanish. It was just unbelievable to have your 2-year old going around going "Uno, dos, trace, quatro, cinco." It was fantastic! But when Mr. Crompton volunteered me to speak at this forum, I was honored, and then I was a little apprehensive. I wondered what I could possibly say to you all. A couple of days later I realized maybe it would be best to just tell it like it is.

I came to know Goppert Day Care Center out of sheer desperation. My children were being cared for,as Stacie said, by my aunt. My aunt was quite good in the beginning in taking care of my children. She started out with my daughter when she was 6 months old. I went back to work, and then I got pregnant and had my son ,placed him with her and I had no problems with her care up until she started to show signs of being just a little different--unbalanced is what it all boiled down to. The lady has since been committed. I won't bore you with the details, but she did continue to get worse. Finally, it was evident that she could no longer be responsible for my children. The family did not believe anything I told them. It was very hard for me to walk up to my grandmother,

her sister, her mother and say, "You know, this lady is whacked, and she really can't take care of my children." No one believed me. They thought I was over-reacting, and they didn't see it. I could see it. I didn't see any real physical abuse, but there was something going on.

So, I took my children away from her, and at that time, my husband and I were going through some very bad times. He was not in the home, and I was just out there by myself with these two children--technically, these four children, and I didn't know what to do. My father was disabled, and he had a little store that was located at 72nd and Prospect. He got a flier, and he called me and said, "I really think you should look at this." I said, "I really can't afford day care." He said, "Can you afford not to look at this?" I thought about that and I had to do something. I got the flier. I looked it over, and it talked of having day care for your children for $6.25 a week. I couldn't believe it. I thought no, this is not possible; so I called the day care center. I talked with Mr. Garrett, who is the Principal of Goppert Day Care Center. He told me yes, it was possible and he told me what to do . I contacted a case worker by the name of Vicki Ruder. Vicki told me what I needed to do to qualify, and I was accepted into the subsidized day care center. That was absolutely fantastic!

When I walked into Goppert Day Care Center, the feeling was just unbelievable. I felt warmth. I felt understanding. The people there cared. My children felt loved. It was just perfect! Up until that time, I had suffered the problems of having too many days off, being reprimanded for such, being late to work, upset all during my job, not able to concentrate, constantly on the phone calling to find out if this child is O.K., where is this one, what is going on. It was making me a nervous wreck, and it was also showing in my job performance.

After I got into the day care center setting, I had none of that. I still called(in the beginning, I called and bothered those people), but it wasn't a bother. They would say things like "Everything is O.K. Mrs. Eason. Would you like to speak with Candace?" Candace would get on the phone, and I would say, "Are you O.K.?" She would say, "Oh yeah, we are having a great time. I don't know where Henry is, but he's O.K. wherever he is." It just made me feel good.

I really believe , with Goppert Day Care Center, I was able to go further. I haven't been able to qualify for the subsidized program for almost 5 years now. But my children are still in Goppert. I have a little niece who is living with me, and she has been in the Center ever since last year when she turned 2. She absolutely loves it, and we love the Center. I don't know what I would have done without child care. It helped me out so much

when I needed it most. And I hope that today's forum will help all of you understand the need for child care and how much support we need, the dollars we need, the things that we need to make sure that parents don't have to go through the things that I went through. It is very sad and very upsetting. Thank you.

Stacie Goffin: Thank you. Our next parent is Dave Heling. Dave Heling is News Editor for WDAF TV Station, Channel 4. He is also the father of a 3-year old daughter and is expecting his second. His 3-year old daughter is currently in a family child care environment. I know that he is going to share a wonderful perspective as a father because his wife began a new job two weeks ago that involves working weekends; so Dave is now experiencing the struggles of child care in a very new way that I am sure has enriched his perspective.

Dave Heling: Thank you very much. I thought I would start by saying that I, too, was struck by the courtroom setting here. It occurred to me that perhaps the best thing I could do is come before you and say, "Yes, I am a father. I plead guilty and I throw myself on the mercy of the court!"

As Stacie mentioned, my wife began working exclusively on weekends about three weeks ago; so I have developed a new profound appreciation for the challenges my day care provider faces each day. My child is watched on a regular basis by my sister-in-law who watches her own two children, my child, and two other children in her home five days a week. Like most parents, I am concerned about the issues of accessibility, affordability and quality of child care; although I must say we have been quite pleased that, in our current setting, all of those concerns, by and large are being met; that is to say, the child care is of good quality; it is relatively affordable, and it is fairly convenient.

What I have found most interesting as a father in three years falls under the general title "What do we do when things go wrong?" That is to say, when it is working, day care is fine but when something goes wrong, it seems to me the challenges for parents become infinitely bigger. For example, we are all familiar, and I have become more familiar over the three years that my daughter, Jackie, has been with us, about sickness--what to do when your daughter is sick. Now , we have been able (my wife and I) to solve that problem fairly well because we sort of trade off staying home when the child is sick to the extent that our employers will allow it; but the bigger issue is what happens when the provider becomes sick. Where do you go when the day care provider can't deal with the children? In fact, we faced that just a week ago. And a corollary to that is "What happens when the other children in the day care setting are sick?" About six months

ago, one of the children that stays with my daughter developed a contagious bowel disease which created diarrhea for everyone. The doctor told our day care provider she would have to sterilize everything in the home and keep the other children at home for two to three days until they could locate where this virus was. Those are some of the things that go wrong; some of the challenges we have all faced is how to deal with them.

We, also, because I am in the television news business, have specific challenges that may not be shared by a lot of people. Our work schedule changes a lot. I wish I had a nickel for every time I have called my wife about 4 o'clock in the afternoon and said, "There is a fire on Cherry Street; can you pick up the baby?", because we do not always get off at 5:30 or 6:00 or 6:30 or 7 o'clock, depending on the news of the day. Beyond that, it is also a concern for us and our family at vacation and holiday time. I work on Thanksgiving Day. My wife works on Thanksgiving Day and on Christmas Day and on New Year's Day. It is difficult to find, in our limited setting, a day care provider who is also willing to work on those days. We must make specific special arrangements to deal with that problem.

It also occurs to me that while we talk about holidays and vacations within our own families, it is one of the untold stories of day care that the providers do not get vacations. They certainly do not get paid vacations as we, in the professional or business world, have come to enjoy. They don't even get paid holidays. I remember the first Thanksgiving when we moved back to Kansas City from Washington, and I suggested to my wife that we should go ahead and pay a full week during the Thanksgiving week just so the provider would have the same benefit we have, and my wife didn't think that was the "going rate" nor did a lot of others we were talking to. It has since become a part of our arrangement with our provider. So, those are some of the concerns that we confront in our family when things go wrong.

Now, there are a couple of solutions; one of them might be putting our child in a large day care setting where illness, at least to the provider, is not as much of a concern because, obviously, if someone is sick, someone else might be able to come in and take that over. But that is not an option for us when the child is an infant and, therefore, will not help us when my next daughter is born in January. I am quite convinced that the worst thing one can do in a child care setting is to move the child a lot and to provide him/her with a lot of different caregivers. So, since my sister-in-law began raising my daughter at the age of 6 weeks, it really didn't seem to us that the acceptable option was to move her into a large day care setting. When her sister is born, we will want to try and keep them together as much as we can, so that is probably not a solution.

Another is Grandma Heling who lives in Kansas City,and I was mentioning to someone else earlier this morning that Grandma is babysitting this afternoon so that I can participate in this conference. But you don't want to go to that well too often. Not only does Grandma have other grandchildren, but I think rightly, she has suggested in rather direct terms that she spent the first 20 years of her life being a day care provider, and she is not so convinced that she needs to continue doing that. So that is an option, but certainly in emergency situations only--not on a regular basis.

That is an outline of what we feel are challenges in our family. I would now like to spend a couple of minutes talking about some of the larger issues my wife and I have discussed over time. One of the things that I think we have discovered in our family is that we split the day care duties in terms of decisions, transportation, sickness, that type of thing, pretty much 50-50 between my wife and myself--except when things go wrong. It seems to me, and I think that our family is maybe representative of a lot of families, that when things go wrong, it becomes my wife's problem. That is to say, I am more than willing to take the child to the doctor or take the child to Grandma's house or whatever alternative we discover as long as my wife figures out what to do! She makes the phone calls; she discusses the options, and then says, "Okay, here it is, on a slip of paper; you do this, and we are fine." That seems to indicate to me that one of the things we need to talk about today is that child care is really still, in our society, a problem for women , more than it is for men. And that is why, I think, we must address some of the problems in terms of getting the people in charge of our society, the people in the public sector and in business, to deal with the child care issue.

Many of you might be aware that Channel 4 was engaged in a month long child care project in which we studied various aspects of this problem in about a 35-40 part series. All the reporters involved in that series, and I was one of them, were struck by the fact that each of us seems to address our day care dilemmas in our own way. I have a problem with X, Y or Z, and so I'll fix it in this way. You have a problem, and you fix it in your way. We are all out there trying to solve our own problems. None of us are aware that the other is in the same boat. It seems to me that until we, as family members and people involved in this pursuit, sort of sit down in a setting like this and say, "Look, we are all having these problems together. Why don't we try and solve them together?" that there will be no progress made in finding societal solutions to what to this point has been, in a very much American tradition, an individual pursuit. It is a fact that this government spends $300 billion a year to build guns and tanks and airplanes and cannot seem to find the wherewithal to spend 1% of that for

an issue that undoubtedly touches virtually everyone who lives in this city. I mean, it touches all of us and yet, the politicians, the people involved in solving these problems, do not, and believe me, having talked to many of them and having covered them for 4 years in the nation's capitol, they are not really willing to see that this is,in my view,the ultimate grass roots issue.

Finally, let me close by saying something about guilt. Father's guilt. Believe me, I don't want to sound like I'm whining when I say this, so hear me out, and then see if you agree or disagree. I think it is arguable. We heard a lot about Super Moms and Super Babies today and there is no question--I don't think there is any father involved in this situation today who would not agree--that a lot is expected of mothers in professional careers or whatever jobs and bringing up children. But let me suggest to you that the world has changed for Dads, too. This is the whining part. I do the laundry, too. I clean the house, too. I cook meals, too, on weekends, especially now. Believe me, I don't want any medals for that, but let me suggest that my father would not recognize my world any more than your mother recognizes your world, and let me say, as a Dad, there are times while I'm sweeping the kitchen floor, and I'm thinking, "Jeez, I never saw my Dad have to do this"; that is something we are dealing with, too. There are times in which one, as a father, feels subjected to some sort of test as to whether you are liberated or not. If you are not willing to do this, then obviously you are a 1950's Dad. Let me just say that I think, as a father, we are struggling, too. We are trying our best and our children are important to us, too. To the extent that both sexes can sit down and discuss these problems as people who understand we are both confronting changed lifestyles, then, perhaps, it will be best for us all. Anyway, I will look forward to chatting with you all later and I hope I have given you some insight as to what we are all about.

Stacie Goffin: Thank you, Dave. I think most Dads of the world will be glad that you were representing them today. Our next parent is Angie Smith. Angie is secretary to the Parts Manager of the Ford Assembly Plant at Claycomo. She is also the parent of a 4-year old who attends a child care center and the parent of a 2-year old who attends family child care. According to Angie, "She is very busy because, between parenting and working, there is no time left." Angie will share the unique situation that arises when one's children need two different settings to meet their individual needs.

Angie Smith: When I decided to have children, I had no idea what was going to happen ahead. When my first son was born, I had a long time to look for the individual caregiver that I was interested in. I had not checked into a day care center because I just knew for a fact that I needed an individual person to take

care of him. I had a long time. Well, that worked out for the first two years, and we were all very happy . Then we decided to move closer to work because I was spending a lot of time on the road and so was my husband who also works at Ford. So we decided to move and everything started moving along with our house and all of a sudden it was sold, and I didn't have the same amount of time to find the next care that we were going to go into with our children. I went ahead and put Derek into a home where I had not realized that the way the woman felt was a good way to take care of children was to leave them in a playpen. I had never discussed this with her, but I did not want my child in a playpen as I felt he should be able to roam the house.

I knew something was not right with my child. My husband, like she (Janis) said, thought I was crazy, and I didn't know what was going on. I talked with my employer about it,(which I think is very important so the employer will understand why my work is not up to par, and why I am making all these phone calls), and he asked me what the problem was. I told him that when I got my son at home, he was not acting the same way as he did before. He was not up and around and running and doing the things that I thought he should be doing. He said "Well, how about we do this?" He allowed me to take 4-5 different days throughout a month's time and stop by this home at different times, and I was able to find out that way, by stopping by, that the child was in the playpen during the day. I discussed this with the caregiver, and she took offense. She felt I was too nosey, and that she was there to take care of my child. So I realized that this was not going to work at all.

Then a friend of a friend, over coffee, found out the bind I was in. She called me and told me she would take care of my son for me as long as I needed her to, and she assured me that everything there was O.K.

In the meantime, I had gotten pregnant and was having my second son. This worked out real good, and the friend watched my son for seven months. I had my second son, and she watched him also until she found something else she wanted to do. So, at two years old, here I am with a 4-year old and a 2-year old and no place to take them. I got involved in the day care scene. I had not realized that they teach your children and do everything that you want them to . They don't just throw them in a room and say, "There it is; go play". The caregivers were really involved with me in making me feel comfortable. So we started the day care, and Derek did just fine; after 2 months--the break-in period of time that they ask you to allow--the caregivers asked me if Scott, who at 2 years old, could talk fluently, could talk. I realized, at that point, that as soon as I dropped him off in the morning, he would clam up and would not say anything else until

I got there in the evening.

I went back to my boss again and explained to him what was going on and, of course, he could tell by my work that something else was wrong. He was telling me that this was happening at 2-year increments; he allowed me to take a lot of my vacation together so I had 2 weeks to plan on what I was going to do next. This was at the beginning of the summer. We decided, because I was stressed out(my husband was at home--we were going at each other) but still wanted to work, that the best thing for us was to find somebody to stay with them at our home for the summer. This would give my children a break from going to the day care center, and also myself a break just because I had been through a lot of stress. We hired a nanny for the summer, and she stayed with them. Everything worked out until she found another occupation.

During all of this, I am feeling really bad because I know the pressures and the things children go through from changing from one caretaker to another so quickly , and we have no family around this area so I had no Grandma or sister or anybody to depend on. At the end of the summer, when the nanny decided she needed another career that would pay more, which I could not provide because I had absolutely paid as much as I could pay out of my pay check, we decided "O.K., (and Derek was bored at this point) it was time to decide what we were going to do here."

I knew my baby could not go into the day care center becausehe felt really bad about that and would clam up and go backwards, and I didn't want that to happen to my child again but on the same token, my oldest son was having a behavior problem--he was just totally ornery. He was kicking and biting and all this stuff because he was bored at home. He had no friends to play with. What we decided to do was to take Derek to Day Bridge, and I found a wonderful woman 3 blocks away that provides home care for Scott.

So what I do in the morning is I take Derek to Day Bridge where he very much enjoys his day, and I also take Scott to the home care center where he can lay on his pillow and be shy and watch cartoons until he is ready to get up and play. So that is what we have done in our family, and I think it is very important for parents to pay attention to their children and also realize that home care is not for every child. It may be boring, and also day care is not right for every child because it may be too much. He doesn't want to sit in a big group, so this is what we decided to do in our home. Thank you for this opportunity .

Stacie Goffin: Lola Fults is a single parent of two children and a secretary at Shawnee Mission Hospital. Her children have

participated in child care all their lives. Lola's child care choices have ranged from family care to corporate-sponsored care and back to family child care.

Lola Fults:* My name is Lola Fults. I have been a single parent for four years. I have two children, Lindsay, age 9, and Dustin, age 6. I am employed at Shawnee Mission Medical Center in the personnel department.

I moved to Kansas City approximately three years ago from Lincoln, Nebraska where I was an office manager for a dental office. I had some friends in the Kansas City area who helped me find the job here at Shawnee Mission. The move here was one of the best things I could have done. It proved to be quite beneficial to me both professionally and socially.

While married, I was solely responsible for the interviewing and selecting of our child care providers. The children's father never took an interest in this task as he felt I better knew the personality traits and the characteristics that I required of child care providers. So, in the area of selecting a sitter, my situation has remained the same.

I used private home child care for the first six years. I felt good about my sitters and never experienced any problems of real significance. I also felt good about having my children in a "home environment" while they were so young. I preferred that to a commercial day care because they were not exposed to so many other children and/or illnesses.

When I moved to Kansas City, I was fortunate to be able to use Shawnee Mission Medical Center Child Care Center. Dustin was 2 years old at that time, and I felt I was ready to have him in a pre-school environment. It was a wonderful facility. The people employed in the center were truly loving, caring, and giving individuals. I had a feeling of security when I left him that he would be treated well. It was also good to know that Icould always count on them. It was a relief to know that they would always be available. I never had to worry about finding a back up sitter if my regular was sick or needed a day off.

When Dustin started Kindergarten this year, I decided once again to send him to a private home in the afternoons after school. My main reason for this decision was financial. To send him to a commercial facility for one half day was going to cost almost as much as if I were to send him for all day. I was able

*Editor's Note: Lola became ill the day of the community forum, but she forwarded her presentation for inclusion in the conference proceedings.

to cut my cost tremendously, and once again, I have been fortunate enough to have a "marvelous" sitter.

I would have to say that some of the concerns or frustrations I have as far as being a single parent and dealing with child care would be mainly financial. I have been spending approximately one half of my child support on child care. Half of my child care support is taken just so I can go to work!

Another area of concern is when the sitter is unable to keep my child. I then have to find a back up or stay home myself. I do not have someone to share that responsibility with since my ex- lives in California. It adds a lot of stress to my life when I have to miss work. There is always the fear of losing a job or not getting promotions or raises if you are absent. When you are a single parent, I think your job is even more important to you.

Another area of concern is the one of guilt. I sometimes feel resentful because I was forced into a situation where I now have to work full time and handle everything myself. I feel guilty because my marriage failed, and also because I cannot stay home part time with my children--which is what I had always intended to do. So finding a good provider is of utmost importance in alleviating my guilt feelings.

Other than these few areas, I do not feel I have it much different than a married parent when it comes to daytime child care. Finding someone that you feel comfortable leaving your child with is probably the most difficult obstacle to overcome whether married or single. Once that is accomplished, it is easier to deal with the other areas.

Stacie Goffin: Thank you again to all the parents for their willingness to share in a very personal way their experiences with child care. We now move to some of the other constituents in the child care issue: early childhood specialists, providers of child care--both center care and family care--business, and also community. We begin with Shirley Stubbs. Shirley has worked with children since 1972. She has been a Child Care Director and worked directly with children and their parents. She is especially proud of her 5 years with Headstart in Northern Missouri, her immediate past position as Project Director of the Metropolitan Child Care Project and her participation on the Division of Family Services Day Care Licensing Review Board. She is currently the Director of Employee Services and Children and Youth Services of Heart of America Children Services. Shirley will provide the perspective of an Early Childhood Specialist.

Shirley Stubbs: When Stacie asked me to speak today from the perspective of a child care professional, I felt a little

schizophrenic. I am not even sure I need to say anything because we have heard from Bernice, and we have heard from these marvelous parents who are witnesses to what I have to say; so if you hear the same thing again, maybe we can say that they have validated some of my thoughts, and I thank them for that.

Dana Friedman, who is a nationally known early childhood professional,said at a conference, "If one were to paint a picture of child care today, it would be one of inadequacy and inefficiency with splashes of innovation and excellence." I think maybe that comment helps explain what was making me feel schizophrenic as I was beginning to think of what I could say today. I began to think about me and the different parts of me; the first thing of me I thought of was as a parent: as a mother of a 3-year old many years ago who saw a need in the community for pre-school because there wasn't any in that town in North Missouri; I got together with a bunch of other mothers, and we started a pre-school. Then, later, I experienced the guilt and frustration trying to be a "Super Mom" (I hadn't heard the term yet, but that was what I was trying to be). Then I thought a lot about the provider in me, the Day Care Director who kept losing good staff because they didn't have enough money or because they needed higher status, or there was a lot of stress and frustration in their jobs. I might get a call at 4 o'clock one afternoon and hear, "You know, I have another job, and I won't be in tomorrow", and we had 25 children coming because their parents were working.

We have a lot of child care providers who are probably going to talk about that to you today; so, I kept thinking, "What can I say that they aren't going to hear? What do I know that's different?" Then, I remembered the little girl in me (I think there is an ad that says that) many years ago, who was attending pre-school because her mother was working in an ammunition plant during the Great War. That school was very large, and I don't remember a lot about it, but I remember going into this very large place where there were a lot of people I didn't know, and I hadn't been in that kind of a situation before so I was frightened. I cried and that is sort of the main memory I have of that, but there were some nice things to play with. I don't know what that means--maybe you can tell me later. I guess, then, after that, I thought about that, and I thought it is the child advocate in me that wants to speak today.

What I want to talk to and emphasize because I want it written, is that we need to think about <u>quality in child care</u>. By doing some quick calculations, we can conservatively estimate that Dave's children or Angie's children will spend 2500 hours this year in the care of someone besides their parents. All the parents and all the professionals and all of us wonder "Will this harm the

children?." "Will they be harmed by spending so much time away from their families?" We have, on the one hand, groups that are convinced that child care is not only harmful to children, but the fact that mothers are working outside the home is harmful to our very fabric of American society and the institution of the family. There are others, on the other hand, who will convince us that infants who don't have the opportunity to interact with others their own age, will not develop socially as well as those who do.

Dr. Zigler, who was mentioned earlier today, comes closest to the truth, I think, when he states simply that "Good child care is good for children and bad child care is bad for children." It is very simple. There is a lot of research to support his statement, and Bernice quoted a lot of it earlier today. Children do experience less delinquency; they have fewer years in special education and have higher rates of graduation from high school and employment in later years than those children who weren't in good quality child care. There is also a lot of strong evidence, on the other hand, to show that children in child care which falls below these minimum standards are harmed. To quote Dr. Zigler again, "We won't really know the social costs of this harm until these children become parents themselves." There are many more statistics we could give you and many more experts we could quote from, but I hope one day to see a forum like this one today devoted to child care and its effects on children, and I hope someone will come to it. For now, the child advocate in me feels the need to list some components of quality care. Most everyone here knows what those components are but, again, I think we need to keep stressing them to one another. Writing for the National Association of the Education of Young Children, Asa Hilliard set down some very simple guidelines to look for in quality child care. He began by saying, "High quality child care comes from high quality people." His list is short, but important. In good child care, children are well nourished. They are healthy. They are safe. They have adequate space. There are ample materials and equipment for them to use for learning. The provider is trained in child development and teaching methods. The provider exhibits good planning and organization, and strong links with parents are maintained. Two additional components which must be added to this list are the size of the group that the children are in and the number of staff that are caring for these children.

Dr. Hilliard's list mentions the parent, and perhaps we need to expand on that, especially today. The single, most important component of quality maybe has to do with the caregiver and her relationship with the children and with his/her parents. Ellen Galinsky, a prominent researcher at Bank Street College, reported in her study of quality child care programs the following: Caregivers clearly understood that parents are the major influence in their children's lives. In the best family day care and center

facilities, caregivers never considered themselves substitute parents but rather as supplements, helping and supporting the family, serving, in effect, as a new extended family. Sometimes, child care professionals are very frustrated because they perceive that parents have low expectations of child care. Sometimes, the provider thinks that parents don't care about their children. I cannot believe that there are any parents who do not want quality care for their children, and I think I have had witnesses to that today. I can say this, even though as a member of the Missouri Day Care Licensing Review Board, I sat many times and heard demands from parents that we not revoke licenses of providers who had even abused or substantially neglected the children in their care. Every time we heard one of these cases, parents testified that this provider or that center took care of their children. I recall one instance when we were reviewing one case of a provider who, among other things, kept the children in baby beds and playpens in a darkened room for most of the day. The parents who were her clients came to Jefferson City to adamantly defend her, saying that this was what they wanted--that they wanted their children to be rested so they could play with them when they came home at night. These parents did not want to lose their provider and, as consumers of child care, they had no idea what that kind of a care situation was doing to the development of their children. I do not believe it was because they did not care about their children.

My roommate and I have decided to purchase a VCR. She is a psychiatric nurse and can give you a lot of information about mental health care and I, on the other hand, as you might suppose, can discuss at length how to choose quality child care. You might suspect that I have some strong opinions about which type of provider or what educational program one should choose. However, when Bobbi and I began to decide about this VCR, we became totally confused about what to purchase. What do they mean, two heads, four heads or cam loaded or whatever? The other night, we just sat down and said "A VCR is a VCR. We probably ought to just think about our budget and forget about all the extra gadgets that we don't know how to use anyway." If any of you in the room are electronics experts, as my son is, you are probably squirming in your chair, but we are non-mechanical types and all we want is a way to watch a movie at home now and then. We don't need or want all the frills. The worst we can end up with is a fuzzy picture when we play these movies.

But what happens if we select our mental health professional or our child care provider using that criteria? Child care is a popular subject right now. We are getting lots of media attention which we are not at all sure how to handle. There are several major bills in Congress and there are a lot of conferences we can go to around the country with titles like "Child Care: The Bottom

Line." Professionals have stopped reciting finger plays and singing songs and are trying to learn to speak corporate language . We are learning that there is a fine line between child advocacy and self-interest. I am reminded of Rochelle Beck when,in 1982, she wrote "Throughout the history of child care in this country, its acceptance or rejection, stated goals, measured benefits, and fiscal support have been dictated by other social policy decisions. It appears as if children, smaller than anyone else, lighter in physical weight and political clout, are easily picked up and blown wherever the winds of economic, political and social movements are heading."

Right now, we are talking about the short supply of child care, and it's no wonder parents feel very fortunate if they even have someone to care for their child. It is my hope that one day, all parents will learn what these parents know--how important it is to carefully research and select their child care and that they will come to demand quality above all for their children, and then and only then, maybe our capitalist society will work and the supply and demand of economics will take over.

Stacie Goffin: Thank you, Shirley. We now will hear from someone who is directly on the line in the sense of providing and organizing children's care on a daily basis. Helen Brotmarkle is the current president of the Greater Kansas City Association for the Education of Young Children which is an affiliate of the 55,000 member National Association for the Education of Young Children. She is also Director of the Red Door Child Care Center in Lee's Summit. The Red Door is a licensed, church sponsored, child care facility serving approximately 80 children on a daily basis. When I spoke with Helen last week, in preparation for today, she told me that she had been ready to quit because of all the day-in and day-out frustrations she was currently experiencing; so I know that her presentation of a Center Director's perspective is going to be vivid!

Helen Brotmarkle: I didn't. I didn't quit, although I was ready. Before I get started, I really would like to take just a minute to publicly and personally say "Thank you" to Channel 4 for your child care presentation. I thought it was wonderful, and I hope you will do it again. Write a letter and say "Thank you". The second thing I would direct to Dave is what a wonderful role model you are if you are washing, and scrubbing and cooking; I just think it is magnificent for your children to see! (Dave: I will give you my wife's phone number!)

As the President of the Greater Kansas City Association for the Education of Young Children, I represent all early educators, administrators, center and home providers, parents, child advocates, and all persons who care about children. Today, I speak

more and represent more the provider, the director of a licensed, church child care program, and there will be a lot of personal perspectives thrown into all of this. This is my story.

As a Director since 1983, my fears and concerns, frustrations, worries, smiles, and pleasures have varied from time to time. First and foremost, my concern has always been, is and always will be, to provide quality and appropriate care for the children in my center. I will start with quality. When the Board of my center first met to organize themselves and to begin organizing for the center, they made a very important decision. Though they were allowed an exemption from the State, they chose to be licensed. That set the standard for the setting up and on-going operation of my center. By using the standards and regulations set by the State, we knew how many children we could manage with our space and what requirements we would have to fulfill for our infants and toddlers, our pre-schoolers, and our school-agers. We knew how many staff we would need to meet the requirements for the child-staff ratio, what cribs had to be junked because they did not meet regulations, what equipment we needed, etc. Before hiring me, the Board had to determine that my education and my experience and my background with young children met their requirements and the State's requirements.

My fears and concerns during this startup time and the opening time were many. Most of it revolved around money. Did we have enough to make the necessary changes and the necessary purchases we needed to make to receive our license and to open on our target date? We did; we made it, but the financial aspect has continued to be a major worry for me. Being licensed means that the quality is checked three times each year, two announced visits and one unannounced visit, but visitors are welcome at my center unannounced any time.

Missouri sets minimum standards for licensing, but they do not dictate curriculum. Again, I can turn to established guidelines already set up. One is by the National Association for the Education of Young Children. They have published a wonderful position paper on appropriate practices for young children, and I can use those as a guideline for my center. Also,there are the Voluntary Accreditation Program Guidelines set both by the National Association for the Education of Young Children and the Missouri State Board of Education. Those are wonderful resources for me to use for appropriate programs in my center. Another major area of concern then, and all my concerns are major, obviously, is to make sure that my program and all programs for young children are appropriate. Is each child treated as an individual? Is he held when he needs to be held? Are his fears addressed? Is he comforted when he needs it? Respected for being different? Allowed to make choices and be involved in decision-

making and then have those choices and those decisions honored and respected by his teacher? Is each child encouraged and helped to develop independence? Is his teacher a facilitator or a dictator? I worry about all of these things in my center and in all day care situations. All the children in child care settings outside the home deserve to spend their day in an environment that meets minimum State standards for the physical setting, and all children deserve appropriate programs for their growth and development.

I worry a lot about staffing. Will I have enough staff? Can I afford not to hire a degreed person? Can I afford to hire a degreed person? Can I even find one to hire? Who can fill in for absent staff? And you know the answer to that--I do many times. I must have staff who not only can work with children appropriately but with each other as adults. I must be able to help them work out their disagreements and their problems so that their personal problems do not affect their caring for children, and sometimes my skills at that are not super good. I feel awful when I have used my best skills for hiring, and I find out that I overlooked or didn't know about some personal quirk or trait that may jolly well drive us all up the wall or discover that our philosophies on program were not as similar as we thought in the interview.

I care about my staff. They are part of the center family. Because I can't pay them what they deserve, I try to give them other perks. One of those perks is holiday vacations and those are paid. They are paid for those holidays. Meeting the needs of the staff as a boss is a concern and a drain on my energy and emotional health but when they are right on with the children on a daily basis, they make my job easier, and there are very few phone calls from parents who are dissatisfied or unhappy.

My program is full. The school-ager program is always full. I have no facility to care for children who are sick, and I ache for the parent who says, "But I cannot miss another day of work. My sick days and my vacation days are used up. Keep him inside, and can't you give him Tylenol?" Some parents are disbelieving when I tell them that I have no room, and I have no space. And some say "Would you recommend another place" or "Where can I go? And so, I give them a booklet from the licensing office or from the National Association for the Education of Young Children which describes what to look for in quality care. I suggest that they read it and start visiting. Or they may tell me, "I have visited other places, and I don't like what I see". There may be space available in the community but the quality varies. There may be licensed facilities, but the program activities may not be appropriate.

One worry I do not have is lack of enrollment. It took 1

year for the center to become established, and we have had a waiting list since that time. For a long time, I felt that I had a responsibility to care for all of the children from all of those phone calls. I cringed inside when I could not care for those children. I have since realized that I cannot do that, but the need for care is there and I worry about those parents and those children. How are their needs going to be met? Where are those children going to stay?

The last issue is money. And, of course, that is what all this revolves around. All concerns are connected to that one, and that is true for all of us. I am middle-aged, and I was raised on a farm by parents who survived the hard times of the 20's and 30's. I learned at an early age to do without, and I have good coping skills for making do and improvising. When my center opened, we did not have money to buy hundreds of dollars of equipment, but I knew that we could make do with many other things. Some things were donated. Parents brought things from home. As we grew and expanded and became a little more financially secure, we gradually bought our wanted things and needed equipment, but we still do not have everything that we want and everything that we need. It bothers me a lot that I can't buy everything my staff wants, but I encourage patience, and I say, "Hang in there; maybe we can get it next year."

Staffing cost is the major portion of the budget . Affording quality staff and paying them what they deserve is a catch-22 nightmare. This is a nationwide problem. What is the answer? Charging higher fees? Then parents cannot afford it or maybe only a few can afford it. Food is the next highest budget item. I can't do without here. A retired church member does the grocery shopping for my center. He is on a first name basis with the checkers and the helpers at the grocery store, and he is one of the best bargain shoppers I have ever seen. Because my center is a licensed, not-for-profit center, we qualify for federal assistance under the USDA Food Program. It does not cover the total cost of food, but it helps. This program is also monitored to make sure I am serving enough food and the right variety of foods. Whatever else might be cut or done without, it is never food. Once, during an interview with a prospective staff member, I was asked, "Do your children get enough to eat?", "Do you limit them?" I assured that person that the children ate as much as they wanted and the response was "Good, the last place I worked, the children didn't get enough!" That worried me then, and it still does.

My stomach gets a funny feeling when my Board says they have to raise the fees to meet the costs. That funny feeling in my stomach is from worry. I worry about the parents' reaction. Can they afford it? Can they afford another raise? Will they be angry with me or with my staff? My Board worries, too. Some of them

have children in the center. They share in the problems, and they work to find solutions, but we do not find easy solutions. My bookkeeper is a volunteer. She is the wife of my volunteer grocery shopper. I am thankful to have them because they are very supportive, and I am sorry that all centers do not have people like that. After one particularly lean week, I exclaimed in despair, "But we can't afford to operate!" She said "You're right, we can't, but we are, and you will. We'll manage somehow!" When I see what my resources are: a supportive Board, volunteers who are experts at watching costs, supportive parents, I feel rich. How many other facilities have that kind of support? If they don't, they deserve it for the children. But this doesn't mean that I have more money. Just a good support group. What is the answer for me and for my parents and for the children? I don't know. I think we must look and work for some short-term solutions until a long-term solution is available.

I have shared with you my own personal experiences and it sounds like "doom and gloom." I have had a lot of fun and I have had a lot of laughs, but if it is so bad, why do I continue? I like to work. I like my job. I like working with people, and I like to work with children. It is all worth it when they run up to you and give you hugs and smiles, and when the parents give you a pat on the back and say, "Good job. Thanks for giving my child love." Well, that's the reason; I am there is for the children, and I believe that I am providing quality and appropriate care for those children. Thank you.

Stacie Goffin: I think you must be able to tell how hand-picked each of these presenters is today. Thank you. We are now going to hear from a state licensed in-home provider, Kathy Smith. She cares for 21 children in her home, aged 3-12 years. She is also the current President of the Blue Springs Child Care Association which is a professional association of in-home care providers. Kathy will describe not only a perspective of in-home care but also the changing views of in-home providers about their own professional status.

Kathy Smith: Well, I had all of this prepared, but I'm so excited about what is going on here today, I'm not going to use my material and I just wish I have 70 minutes instead of 7 minutes to talk to these great people. I also would like to congratulate the panel of parents in being aware of the needs of their children. So many times, parents are so busy about other things (I am sorry to say this, but it has been my experience that they don't),they are not always aware of what their kids need.

I would first like to tell you who I represent. I represent a group of licensed (because I am licensed) but also unlicensed, because I have been unlicensed in the past, representatives. I

represent a group of people that are professional people that have had jobs, been successful, had their children, and then decided for one reason or another they could not find the kind of child care that they wanted. For one reason or another, they have been chosen out of the neighborhood because everybody shows up at their houses to ask if they will take over the child care of their children.

One of the bad things about in-home child care is the isolation you feel. There are no resources out there for us. There are no avenues of information, and if you really care about the quality of child care and the children in your care, you want to do the best you can. Because of this isolation, we have searched for other members of our profession and, luckily, found them. Together, we have been able to set up information centers. We have been able to set up classes on child nutrition and child development. We have even gotten support from some excellent groups.

More and more, groups are becoming aware of what in-home providers are trying to do. We are forming associations; nationwide they are developing. We have had one in Blue Springs since 1975. We have been very fortunate. We have 74 members. We have excellent pre-school programs. We have low cost insurance that we have been able to find, and we feel very proud about our organization. We have gotten the respect of the community by setting up a referral system whereby parents will call us and ask for certain types of child care and because of banding together, we can help them find this. Dave, you should have called us when you needed help. We have people that work 24 hours/day. We have people that work 365 days a year. We have people that have sick rooms in their homes.

I think that it would be wonderful, since they say 80% of the child care is done by in-home providers, anyway, if we could set up associations nationwide to support them, to see that they are getting this training, this classroom time. The YWCA has been gracious enough to send us a teacher. St. Mary's was gracious enough to lend us a classroom for 30 of our people who are studying child development. This can be done everywhere. Those people out there that are not giving good service--it is, I am sure that most of them want to--they don't know how to go about it. They are doing the best they can.

We have 74 members in Blue Springs, but there are 200 other people in Blue Springs that we know of because of our referral system that are afraid to join our organization for one reason or another and basically the reason they say is, "We don't want to get turned in. We don't want to have to go through the licensing. Or the city and state don't agree in our area--why bother?"

Currently, I might make a note here, we are getting the law changed in Blue Springs to conform with state regulations, but then there is another problem that goes past that. Many providers realize that the state laws are not appropriate either. We don't mind if they come in and check cleanliness. We want them to. We want these children to be in safe, clean homes. We don't mind if they come in and check supplies. We want the right supplies. You know, if we don't have what stimulates children, if we don't have what is good for them, tell us. Help us teach these people. My God, I have been knocking on doors for 10 years; help us find what we need. Help us get training or show us how to do it ourselves.

You know, I work 12 hours a day .I am one of these nuts that works 365 days a year. I did until last year, anyway, and I have been in the business for 13 years, because my life without children is nothing. My 15-year old finally said, "God, mother are we ever going to have any time alone with you?" I said, "O.K.,he's 15, I don't want to lose him and him still saying this; so we are going to take two weeks off at Christmas and New Years." So we close down.

What I am saying is that we are such a part of this community. I am saying we all need to open our eyes and realize the most important thing here is children, not my laws, your laws, whatever, but children and what is best for them. One thing we really feel strongly about is a licensing law that says you can have ten in your home here in Missouri, (I don't know elsewhere) and two under the age of 2. Anybody in child care that is any good at all cannot stand up now (have them face me; I will give you my number after the meeting) and tell me there is a woman out there that can take care of a 1-year old and a 9-year old in the same home properly . It cannot be done.

We have been trying pilot programs in Blue Springs. We are now, because of this trial and error that has been going on for about 5 years in our association, specializing in what we call "baby homes or small children homes." What this essentially means is that women in our area are either giving care for children newborn to 5 or from 4 to 12. Like I said before, if a 9-year old is being played with properly, stimulated or helped with his homework when he is coming home from school, doing arts and crafts, what is happening to this baby? Why aren't people thinking? This is common sense. We have been saying this for years. Not just the members in our association but members across the nation; in-home child care providers are saying, "This does not make sense!" Of course, the best possible scenario would be to have two women in a home, and we have tried this project out unsuccessfully. We tried this about two years ago. What we did is ask women to volunteer to go into homes together, to combine

their day cares and see how this would work, because we all know that the best thing for children is to not have to change caregivers. By the way, when people call us, you might like to know that if the baby is newborn, we recommend that they stay home before we take the children. This is our referral service policy. We try to give them suggestions on how they might stay home. If they feel they cannot, then, of course, we accept the child. Anyway, these child care homes worked out for about six months, but it just didn't work with two women in one home. I am sorry; maybe we needed a mediator over here or something, but it just didn't work.

I have older children in my home. I watch the 4-12 year old group. If one of my parents becomes pregnant and has a baby, I have to send them elsewhere. It would be better probably for the parent and the child if the children could stay together, but I know, in my heart, there is no way I could care for the age group that I do and a baby. I wouldn't try it. You couldn't pay me enough. O.K.? Oh, that's one thing I want to say. It was mentioned earlier that in home providers make about $4,000 a year. Maybe it is Blue Springs, I don't know, but I don't know anyone out there that makes less than $8,000, and many of us make as much as $30,000. I will make over $30,000 this year* so we are paid well. We don't have any complaints about salaries, and we don't charge an exorbitant amount out there either. It is $45 to $55, depending on the age group of the child. But, to get back to the important point. I think we need to realize that some of these laws need to be met and faced. We need to do it together--people who have done this year-in and year-out and have tried these things, that know what is best for the children, that have seen the results.

You know, I feel like a whole generation has been wasted, and I have been talking myself blue in the face for 10 years, but not to this type of group. It has been to City Hall and groups like that, but nobody listens. So I am really glad that I was invited here today, and I hope that I have answered some of the questions that you have about child care. I do think in-home child care is improving constantly. I think we need to set up associations nationwide to get people involved and to get these isolated people the information and the training they desperately need. Thank you.

Stacie Goffin: Nicki Gustin is the Director of Human Resources for H&R BLOCK, but, and I quote," I have been a parent longer than I have been in Human Resources." Nicki is the parent of two children, a fifth grader who no longer attends child care and a preschooler who currently attends center child care. H&R BLOCK

*Editor's Note: This refers to income before expenses are removed.

does not currently provide direct child care benefits, but Nicki has told me that it is something they would like to be able to do if they could find an approach that matches their company's needs. Nicki will help describe a business perspective about child care and hopefully, we will all begin to now realize, as we extend out further into our community, how we can listen and learn from each other.

Nicki Gustin: Thank you. I, too, am delighted to be here this afternoon. I think the value of getting together and sharing is really what is going to make things start happening in the community.

The increasing attention given to employer-sponsored child care initiatives is hardly surprising given the changes in the U.S. work force over the last 20 years. We have already heard the statistics several times this afternoon; so I am not going to repeat those. I do think, however, that it is important to remember one of them, that only 10% of all families today can be described as traditional. Are employers helping workers meet their child care needs? The vast majority are not. Can they? Will they? A lot depends on what the next few years bring in terms of economic conditions, legislative mandates, and the ability of working parents to further the cause in constructive ways.

Today, the idea of employers becoming involved in family issues is still very much a virgin concept. Decisionmakers in many organizations remain unaware of working parents' needs. Where awareness of those needs does exist, there are sharply conflicting views on whose obligation it is to deal with them. Many employers express sympathy for the problem of working parents but are unconvinced that employers can or should be involved.

Why should employers have an interest in child care? The reason to that seem obvious. Employers who have implemented programs consistently report improved morale, recruitment, public relations, less turnover and absenteeism, and increased productivity. And if that is not enough, what about the long term social impact? Isn't it probable that the quality of early experiences for today's children will have an impact on the work force 20 years from now? These would seem to be compelling reasons. So compelling that it seems astonishing that any employer can resist them and that makes the lack of initiative on employer's part both puzzling and frustrating.

What are the reasons we are not seeing more progress? The quick and easy answer is that these programs would cost a lot of money. But some programs that would be supportive of parents are not all that expensive, and yet they are still not all that prevalent. The problem is not that child care initiatives will be

expensive; the problem is that companies are not convinced they will be worth it. Corporate culture appears to have a lot to do with company's sensitivity, or lack thereof, to family issues, and corporate culture is shaped by the decisionmakers in the organization. Since most decisionmakers are from the diminishing traditional family, they have little or no first hand experience with the problems working parents face and the impact those problems can have on work performance.

Incredibly enough, another significant reason that companies have not awakened to the problems facing workers is that the workers themselves are not speaking up about family problems. They don't speak up because they fear there might be reprisals for having rocked the boat. Many women and men feel that, in order to compete, they must deal with their family issues in a way that is transparent to the organization. The inability or unwillingness of both sides to share perspectives has stalemated communications.

In the meantime, the business climate itself, is not conducive to implementation of programs that benefit employees. The last few years have been a time of upheaval in business. Many companies are reducing benefits in an era of cost cutting, foreign competition, down-sizing, and restructuring. They view family concerns as something to be addressed under better economic conditions, if at all.

Besides that, the government is setting priorities in employment issues today. The avalanche of legislation that applies to employment and benefits has employers distracted and occupied with bringing existing benefits and policies into compliance. Their resources are being tied up, addressing a seemingly unending series of regulations and requirements. Businesses simply cannot afford to neglect these activities in favor of developing solutions to the dilemmas facing working parents.

Plus, child care is a new and unknown area for many benefits' managers. There is very little data readily available to help define needs of employees, and it is difficult to project the impact of child care initiatives on the bottom line. The selection of appropriate solutions is a complex process that often requires consultant assistance and perhaps two years of planning and debate to develop a program that works for both the employer and employee.

Understanding these problems makes this situation less puzzling but no less frustrating. If selecting an appropriate program is complex, however, the good news is that there are lots of choices for employers. Some choices are low cost, no risk, and some would even benefit employees who are not parents. For those

companies who are not ready to make a major commitment, these programs are a good place to start and practically any support for working parents is better than none at all. For example, referral programs assist employees in locating appropriate child care and allow employees to feel more comfortable about their arrangement. Flexible work hours help employees cope with day care or school schedules. Job sharing programs also provide work hour flexibility by allowing two part-time employees to share one full-time job. Flexible time off with pay allows employees to care for sick children or to stay at home other times when their regular child care provider is not available. On-site seminars and training programs help both employees and supervisors in dealing with problems that arise as a result of family issues.

Experience with these programs will hopefully provide evidence that will support a more significant commitment to family concerns. Employers that have a positive response to tentative efforts will be more likely to consider programs like parental leave policies that assure workers an opportunity to return to their positions, subsidized child care programs, on-site or near-site child care centers, flexible benefit plans that allow workers to tailor benefits to their individual needs including child care, and financial contributions to community problems that help support child care efforts. Not all of these programs will work for every organization; for an organization with relatively few workers and multiple locations, a flexible benefits plan would be feasible but on-site care clearly would not. Small organizations with limited staff may find that flexible work hours won't allow their business needs to be met. The job sharing programs would. Companies located in wealthier suburban areas may find the job market responds well to the job sharing program while businesses that draw from inter-city labor market may have difficulty finding workers who can afford to work only part-time.

Given employers' perspectives today, what is likely to happen in the future? I think we will continue to see the growth of employer-sponsored child care programs in the immediate future, but how fast or slow that growth is depends partly on what happens to the economy. Would a major recession, for example, shift concerns from issues like child care to more basic ones like personal and organizational survival? Would it result in social legislation such as that stimulated by the Great Depression of the 1930's? Assuming we can avoid such economic disaster, what happens next will also depend on how quickly and to what extent employers and other entities respond to workers' child care needs. It seems likely that there will be increasing pressures from labor organizations and from employees as well as continuing legislation that mandates employer-sponsored programs. Perhaps if employers can move quickly enough to respond, some of the pressure to mandate programs can be diffused.

It is unlikely that business will be willing or able to carry the burden for these programs alone, however. Evidence that government and community entities will be willing to do their parts will have a positive influence. If employers know that they are not expected to shoulder the burden alone, the undertaking will not seem quite so threatening.

Working parents can help by expressing clearly and directly not only their needs but their appreciation for any employer effort to address them. The same behavior modification techniques we apply to our small children will also work on our employers. Encouragement and praise for effort and progress will help keep employers moving in the right direction. Long term, I believe these problems will be solved or at least dramatically reduced. More of today's working parents, especially women, will be moving into decision-making roles over the next 10-15 years. Even though their own children will be grown by then, they will perhaps be more sensitive to the problems of their employees. If all of this does not work, it may fall to our children to bring about the needed changes. In 30-40 years, they will be running our businesses and the country as a generation raised in child care; their experiences with conflicts between work and family should have a dramatic effect on reducing stress for those who attempt to work productively while caring for their families. Thank you.

Stacie Goffin: Thank you. And now, we get to hear the community perspective which will be presented to us by Bill Berkley. Bill is Vice-President of Tension Envelopes and the current President of Kansas City Consensus which, at the end of October, released the report on its year long study of child care. Bill was chairman of the Issues Selection Committee at the time the child care issue was selected by the Kansas City Consensus Board as a task force study. Bill will bring our formal panel discussion to a close with the presentation of the community perspective.

Bill Berkley: Thank you. Several of our speakers have talked about how this courtroom setting has brought forth various admissions. I am single; I have never been married; I have never had children.

When I told several of my friends that I would be talking here today about child care, they said," Berkley, what are you doing here?" I had to think about this myself. I concluded, as I had to, that having that background maybe makes me a bit more objective than a number of people in this room. I have a number of little cousins but when I go home at night, they are not my direct responsibility. With that in mind, it really is a pleasure for me to be here to talk on behalf of Kansas City Consensus to discuss child care, how we concluded that this truly is a

community-wide issue of great importance and, therefore, why we decided to study it as a task force.

Before I do that, I need to explain to you exactly what Kansas City Consensus is, and why we are considered representative of the community. Consensus is a four-year old not-for-profit organization. It is citizen based and works on a number of different issues which directly affect the citizens in the metropolitan area. Through a task force, we study those issues in depth, develop reports, and make recommendations for action which we then work very diligently to implement. We have a professional staff of 3 but the true work is done by a large number of volunteers that come from across a five-county metropolitan area. Let me give you very quickly just a couple examples of what we have done over the past four years. Our first report was on urban redevelopment. That study resulted in seven of the nine recommendations we made being accepted and approved by the City Council of Kansas City as well as the Mayor of Kansas City, bringing together the heads of all the development agencies in a new committee. Our second report was on health care for low income persons in the community. That report was praised by those in the health care community. The report stressed the need for increased efficiency and effectiveness in the local delivery system, improved access to health care system and various prevention strategies. It is currently being studied by a task force made up of administrators of local hospitals which was convened by the City Manager. Our most recent success was the passage of Senate Bill 14 which was recently signed by Governor Ashcroft; it creates a cultural and recreational district in Jackson, Clay, and Platte counties. That is an important step in helping improve various community metropolitan-wide facilities and activities such as the zoo. We are working diligently to get similar legislation passed in Kansas so we can truly have a metropolitan wide district. A report will be released very soon on the use of mail-in ballots in non-candidate elections. They are currently being used in Kansas, and we are going to be advocating their use in Missouri, as well. In addition, approximately a year ago, we formed a task force for the study of race relations in Kansas City. This is an issue that we consider extremely vital to our community, and we have been working on it diligently for the past 12 months; a report will be released next year sometime.

The reason I bring up these issues and talk a bit about them is so you can see that the issues Consensus works on are truly issues which are cutting edge and directly affect the quality of life in our community. The Kansas City Consensus process, which I mentioned just a second ago, is so important. It brings people together to work on positive solutions to extremely complex issues, and child care is an extremely complex issue. We believe, and it has shown, that we are making for a stronger community

through this process.

Now that you know what we do, let me get specifically to the Kansas City Consensus Issue Development Process which resulted in selection of child care for a task force study. Let me say, that an issue is not considered by Kansas City Consensus simply because a number of people on the Issues Committee think it is an important issue or hope that it will become an important issue. We try to be as rigorous and objective as we can to ensure that the issues we select represent timely concerns of the entire metropolitan area.

I am going to detail the process we went through to determine the community interest which, combined with the vast statistical data which we know is available, convinced Kansas City Consensus that child care is an issue of true community interest. As a note, it may appear that I am detailing a little too much about Consensus and its process but it will illustrate how a citizen's organization determined child care to be so important.

We began by polling our nearly 700 members to determine what issues they considered to be important. Of course, we heard about the fact that their trash was not being picked up and that we ought to go out and somehow solve the national debt, but in between those extremes, we found excellent suggestions which we narrowed to 65 on subjects such as housing, education, city planning, and many more, and included in that was child care. In addition, we went to the University of Missouri - Kansas City, and enlisted the aid of a master's class in the Graduate School of Public Policy. We worked with Professor Nick Peroff and his class to develop a set of questions which were then presented to a cross section of 53 community leaders from all fields including social services, business, clergy, education, neighborhood leaders, laborers, and many more. Not only was the project an excellent learning tool for the students, but it gave Kansas City Consensus an in-depth look and access to a number of various community leaders, people who are truly involved daily in setting the direction for Kansas City and the metropolitan area. Through this process, several areas of common interest began to emerge. Those areas included first and foremost: education, economic development, race relations, and also child care. Please remember that the study was done about one and a half to two years ago.

The Issues Committee took those issues and a few others and investigated them further. Initial research was done by a staff person to bring issue members up to speed on the basics of the subject in order that more informed choices could be made. This research included discussions with experts (Shirley Stubbs was one of those people we talked with). The potential issue was also analyzed in light of 12 criteria which Kansas City Consensus uses

to determine if an issue is acceptable for the group to study. Those include consistency of purpose, potential for long term results, broad community interest, reasonable time for study (although some task force members may think a year and a half is a little too long but we appreciate their time), availability of resources, non-partisan nature of the subject, the potential for success, its urgency, broad community support, membership interest, rational resolution, and finally, whether or not it will make a unique contribution to the community. I should tell you that on every one of those scores, the Board and everyone else concluded re: child care a definite "Yes, it passed those tests." Finally, the issue was put in the form of a question for presentation to the Board. Board approval was the final step representing broad community interest in child care as our Board is made up of 35 members, each of those coming from very diverse backgrounds, men, women, black,white, Hispanic, labor, all five counties, social service, business, lawyers,etc. Board members bring with them the interest of their constituents and serve to take the work of Kansas City Consensus back to their individual communities.

Already, we have heard so many of the reasons why child care is an important social and economic issue. Again, more working parents, the number of single parent families, availability lags demand, and need for quality and cost containment. Those same concerns, and the input of so many parts of the community convinced this broad-based and representative Board that child care was an important metropolitan-wide issue. I think the process, which I have just detailed to you, should give all of you here who are so concerned and involved in this issue, a great deal of heart because it points out very conclusively that your work and dedication to this field has real impact and meaning on an entire metropolitan basis.

Our deliberations and considerations can be summarized another way which elucidates additional reasons that quantity and quality of child care is important. Children, quite simply, are our future and, what happens to them and how they develop, affects all of us. The quality of life in a community and Kansas City prides itself on its quality of life, is dependent on several key factors of which quality of work life and quality of family life are central. And though a community or a metropolitan area is not responsible, nor should it be responsible, for the care of children, it can help create the opportunities for families to be much more successful in this endeavor.

Since the child care issue was adopted over one and a half years ago, the issue has appeared on the cover of Newsweek; as our keynote speaker said, it has become a topic for presidential candidates, not to mention our local media doing extensive series

on the subject. Our report is complete and has been released to the public. There is a copy of the executive summary out front if you would like to read that.The Kansas City Times gave us front page coverage, and a Kansas City Star Editorial read ,"The Kansas City Consensus Task Force Report on Child Care in the Kansas City Area is well done, exhaustive , informative, and downright depressing. The only good news from it is that a report like this from a group concerned about the metropolitan community may be the impetus to getting something done about the cost, availability, and quality of children's care in Kansas City."

Child care is truly a community-wide issue and important to the entire metropolitan area. Kansas City Consensus working with each of you is very pleased to be part of the debate, and we are very appreciative of being here today. Thank you.

Stacie Goffin: The next part is not on your program. This morning, when I got my call from Lola that she would be unable to come, I guess I expressed my frustration to my family as, "Oh my gosh, what else is going to go wrong this morning?" Our 9-year old daughter said, "But I am in child care, and I can tell everybody about what it's like to be in child care." Well, on her way to the airport today with her father to pick up Bernice, our daughter, Sabra Goffin, wrote about child care and what it is to experience child care. She has also participated in child care all of her life. She is currently in an after-school program at her public school, and it is with a great deal of pride, as well as pleasure, that I allow myself to be upstaged by my daughter, Sabra.

Sabra Goffin: My name is Sabra Goffin, and I am Stacie's daughter, and I go to an after-school program, and I will try to tell you what it's like. O.K. It is at my school. We have had very many different teachers, and we have gone for at least two to three years. It is pretty new, and it is by Parks and Recreation. I liked the first teacher. The reason I liked her was because she knew how to handle kids. See... there used to be a bully at the after-school special, and I mean, she had experience, and so he is not a bully any more; he is a lot easier to get along with. I think most teachers should have experience because then everything will go good, and the kids won't get bored! That makes it fun. I think child care should be good and last forever so parents can work and also be with their kids. The only way we are going to make child care last is making it be good so that parents can feel that their children are in good hands.

Stacie Goffin: You would think there would be nothing left to be said, right? However, just a few brief remarks. The next part of our program, after a brief refreshment break, are the small group discussions. After your discussion, which will last for

approximately an hour, our forum is over. So I want to thank you all for your contributions to this afternoon. I really want to emphasize that because the success of this conference ultimately depends upon all of our contributions. It is only when we truly share our personal stories that we can begin to see what the child care issue means for all of us in the Greater Kansas City community. Thank you all for your commitment and giving us a Sunday afternoon.

PART II: GROUP DISCUSSION

Group 1, Participants

*Shirley Stubbs, facilitator, Director, Employee Services and Children and Youth Services, Heart of America Family Services

Becky Conaghan, Director, Cradles and Crayons Special Needs Day Care

Sue Carpenter, Director, Johnson County Child Care Association (Resource and Referral)

Vanda Franz, Director, A LaPetite Academy

Margaret Herron, Staff Member, Boy's Club of Greater Kansas City and Parent.

Marlene Lang, Vice President of Human Resources, Research Medical Center

Billie Randall, President, Coalition of Labor Union Women, Greater Kansas City Section

John L. Schmiedler, Superintendent of Schools, Diocese of Kansas City and St. Joseph

Beverly Taylor, Family Child Care Provider

Elaine Williams, Nurse Clinician and Parent

Shirley Stubbs: We are discussing the issue of care for children who are ill. Beverly began this discussion by saying that she, as a provider, could not care for sick children because of licensing regulations, and she saw this as a problem.

Beverly Taylor: Well, my feeling is that if a day care provider has an area in her home that is isolated from the other children, she should be allowed to keep a sick child until the parents can pick them up at their regular time; caregivers should not have to call immediately when a child has a temperature of 102 degrees. It is not always convenient! I have a parent who is an attorney. She is not always in her office when I call. It is very difficult for them to come. Yet, wee are required by a State law to call them and have them come and pick up their children. It is not just the attorney. A secretary has a hard time telling her boss, "I am sorry, I have to leave right now. I have to go pick up my child." It is a very serious problem. It was for me when I was a working parent (I still am a working parent but not outside the home). When I mentioned this forum to my parents, they all said to bring this up; they thought this regulation should be changed.

Shirley Stubbs: And you think it would be possible for a day care provider to have a separate room in her home?

Beverly Taylor: Some isolated area just so a child can rest. Most children who are ill prefer to lie down anyway. They do not want to be with the other children where it is loud and things are going on. They want a place where they can rest; so it would not be a real struggle. I have never had two children come down with a temperature of 102 degrees at the same time. It is usually one child at a time; so you could isolate that child from the other children until her parents could come. I still think you should be required to call the parents and let them know their child is ill, but you should not have to say, "Elaine, you have to come right now. Your child is running a 102 fever. It is really hard for parents and children.

Sue Carpenter: I think your solution is possible in a family day care setting, but it might not be possible in a center setting because you would not have adequate staffing. A staff person could not leave his/her room to go take care of a sick child. After all, in a home setting, this has happened for generations; if someone was sick, they went to their bedroom. I think that would work out very well.

Shirley Stubbs: I think it is a good point to delineate between home settings and center settings which parents also do when they make child care decisions.

Becky Conaghan: Then, you run into what you do for center

parents that have a sick child. That is one of the biggest issues we have.

Vanda Franz: At La Petite, we have toyed with this idea in the past. As a matter of fact, Kansas City has a perfect opportunity to try and find a centrally located La Petite center and perhaps just care for the sick children of the La Petite families. But, then again, how many parents are going to be willing to drive that far? We have explored this issue and will continue to do so.

Sue Carpenter: If I may play sort of a devil's advocate role here,I worry about the child. I am not real comfortable with the idea of children that are already sick and vulnerable going to a center where there are caregivers they do not know. I would be more in favor of better company policies so parents could leave if their child was sick.

Participants: AMEN!

Elaine Williams: I am a parent advocate. I really totally agree. I am in a situation where I provide women's health care, prenatal care, and family planning care. I just recently had a baby, and you would think, of all places, I would be in a situation where extended prenatal leave was provided. I only had 8 weeks to 10 weeks. Part of those weeks I was getting paid half of my normal salary. I have a husband who is getting his Ph.D. Consequently, I am the total breadwinner; I had no options, I think employers have to realize they have some responsibility in terms of keeping their employees happy and satisfied and that they need to take some responsibility in giving those kinds of leave and sick time.

I have a home day care provider who calls me when my child is sick. I tell her to give her Tylenol; she does put her upstairs in bed, and I get there as soon as I can. In my situation, it is a little more lenient, and that is one of the reasons I chose a home day care situation.

Shirley Stubbs: Billie, is the woman's labor movement looking at this issue?

Billie Randall: Yes, it has been one of our priorities since our inception ten years ago. It would be wonderful if we could get our corporations or businesses to see this issue as part of their responsibility to their employees, but it does not seem to be working out that way. I suppose legislation would be out best co-conspirator because, for the most part, employers do not view this issue as company or corporate responsibility. Of course, some companies do and people that have those companies are very fortunate. There is no way to force employers. They do not care about child care. They do not care whether their employees have

child care problems. If the Parental Leave Act was put into law, they would have to care to some degree. If CLUW can help anyone in Kansas City to push these issues or increase community awareness of this problem, we would want to try to work with any of you.

Shirley Stubbs: One of the parents on the panel said she talked to her employer and told him she was not doing well on her job because of child care problems. That is a very rare case; I hope, maybe in the next few years when we have more forums like this and more people come together, people might feel freer to say to their employer, "II am having trouble, and I need at least your sympathy."

Sue Carpenter: I think changes will happen when men start saying these things. Up until now, it has just been a woman's issue; until men start saying, "I have a 4-year old who is sick, and I have to leave this Board meeting", I don't think anyone is going to pay any attention.

Elaine Williams: My husband and I lived in the Southwest for five years, and we observed a very different mentality in terms of child care. At that time, I had a very small baby. I worked in public health, and parents would bring in their children. No one abused this. There was no stated policy, but if a child was sick or if a child needed care after school or a couple of hours in between, those children would come in with their parents. No one said anything. They sat in the room. They colored. It was a whole different mentality. Everyone out there, all the practitioners, clinicians, and physicians, had part-time flexible hours. When I came back here, there was no flexibility in my schedule. I quit one job because I could not have a flexible schedule. It was just so different. I was totally amazed about where the Midwest is versus other parts of the country in terms of working parents, day care, and the value of children in our society.

John Schmiedler: I apparently am the token male in here. I would like to pick up on what Billie said because I am really here to learn. That was quite an impressive hour and a half of information, but I think a lot of this is going to have to be resolved through legislation. I certainly encourage Stacie or Kansas City Consensus or whomever to get some kind of a working task force that is thinking about what legislation needs to be proposed and then, how to get the right support to promote it.

Sue Carpenter: If I just may speak to that for a moment. Right now, the Act for Better Child Care (ABC) is getting unbelievable support not only from the early childhood community but also from labor and women's groups as well as other professional

groups. Essentially, ABC is trying to address all issues--affordability, quality, resource and referral, and how can parents get better access, etc. Of course, it is always controversial. Do you start legislating family issues? I don't know if ABC is going to be successful or not. I certainly hope so.

Vanda Franz: I would like to say that one way La Petite Academy is trying to address these issues is through an aggressive employer child care program. We have been committed to it for about four years now, and we are starting to seed some real success with it. We have a long way to go, but within the last year, we have felt there is an entirely different climate than there was when we first began approaching employers--not so much in the area of sick child care but in having child care very convenient for employees. In some places, we have tried to set up the program so nursing mothers could come over on their lunch hour or parents could drop in at any time, visit and have lunch with their children. We have noticed that more employers are beginning to realize that their employee's children and child care is their problem.

Elaine Williams: You just brought up an excellent issue. I nursed my child. I stayed where I am working so nursing would be convenient. I chose a home day care situation for that reason. I professionally promote breast feeding. Many mothers say "I can't. I have to go back to work"; so I am really happy to hear this.

Shirley Stubbs: Marlene, what were the issues that led the hospital to go into child care?

Marlene Lang: I have found this discussion interesting. From my experience, employees are speaking up, are talking to people in authority and having their issues heard. Basically, that is what happened at Research Hospital. We had several very vocal employees who kept on saying this was a need. They said it often enough and hard enough that we stopped and took a look at the issue and made a decision to proceed after about a year of study. I am in an industry where 85% of our employees are women, so there may be more sensitivity to women's issues in a health care setting' but we very definitely did respond to the employees who asked us to provide this kind of an opportunity. I do know, from an administrative perspective, that this is very costly for an organization to do. We heavily subsidize our child care program considering we have approximately 150 parents out of 2000 employees that are users of the program. We put in more dollars to subsidize that particular operation than some of our other benefits that are provided to 2000 employees; so I know there is a cost issue, especially if you want to make the program affordable for employees. obviously, employees are not paying full cost. They could not afford to pay what it costs us to provide what we

hope is very high quality child care for our employees.

I think it is important that women are speaking up in terms of what their issues are, and as they continue to do that, I think their employers will respond. One of the things that strikes me, though, is that there are some of us who do not need child care; for example, I am one. I think you get to a point where you begin to become sensitive to the needs of the people who do not have that particular need. I started thinking as you were talking that it would be very valuable if more organizations would move toward what is called cafeteria benefits where employees can pick and choose the kind of benefits they want; if you want all the dollars allocated to you to buy child care services, you can do that. I, personally, would take those dollars and buy something else. Though I know all of you are very concerned parents and/or people in the profession, you know you also have to understand that others in the working force don't have that particular problem; we have to be fair to everybody.

Sue Carpenter: I think that's a good point. In my job as a resource and referral counselor, I have been a bit frustrated as well as educated by parents' expectations that someone is going to provide child care for them at a reasonable cost, etc. I think we need to be educating parents that if you decide to have children and if you want to get quality child care, you are going to have to pay for it. Everyone is saying that government and private industry should pay for child care. I think parents need to pay for it, too; if they are electing to work, they need to pay for quality child care.

Margaret Herron: I am speaking from the parent's perspective here. What you are saying, Sue, is true but just take into consideration that there are some parents who are only making minimum wages. These parents are stretching their budget as far as they can to pay for the service they are getting. There are many low income, single parents who are taking the responsibility for their children because they are working.

I used to be a case worker for the Jackson County Welfare; I can truly sympathize with a lot of the people in that situation. The parents go to work, but the system is designed to keep them on welfare. Regardless of the amount of income they made, parents had to report it instead of being able to better themselves or their grants would be cut off. Therefore, these parents are back in the position where they started. Staying on the job is even worse because their jobs do not provide them with medical benefits; therefore, when they lose their grants, they also lose their medical services. So what is this woman going to do? She wants to work. She wants to better herself, She is not making very much money. The amount of money she can afford for child

care is not getting her quality child care.

I did not have this problem. I have a 5-year old daughter. My Mom kept my daughter when I began working. This past week, my daughter had a high temperature, and the school called for someone to pick her up. I did not have to worry about leaving work; I had someone to pick her up. A family member picked her up and brought her home. I knew she had good care. How many people can say that? SOmetimes we have to not so much sympathize with this factor but to empathize and not think so much about the responsibility of having children and being able to take care of them because a lot of times when children are being born, this aspect has not even entered into their minds. I cannot say the parents are insensitive; they are not! Just because you cannot afford quality day care does not mean you do not want quality day care. This is where governments are being asked to help out, to help subsidize the low income families, so quality day care can be available to every income bracket.

Shirley Stubbs: Margaret, your point makes me want to ask a question. If the government did provide child care for these women so they could work, who would be subsidizing? Are we subsidizing the people who pay minimum wages and give no benefits? I think this point needs to be heard. Maybe the second subsidy is O.K., but don't say that mothers receiving welfare are the cause of our problems.

Becky Conaghan: I am gong to make a totally open-ended statement because I have seen so many different sides of day care. Currently, I am providing child care, and I am also an employer. Some of my employees make minimum wage; I expect them to come to work every day, yet, we do not provide on-site day care! I tend to put the blame on the employer; but on the other hand, I cannot blame them. They cannot provide tons of flex-time for my employees because I have a service environment. They have to be there. I have a ratio to keep up; I think society itself needs to change; we have to stop and realize times are different. Now it does fall on the parents; it does fall on the employer; it does fall on society. I do not think there is an answer for whose responsibility it is to provide quality day care. It is not the employer's responsibility alone. I think a lot of times the child care industry tends to put all responsibility on the employer or government, and they cannot solve it all.

Shirley Stubbs: One of my favorite authors in the field--Dana Friedman--said, "It's like a Rubic cube; you solve one side of it, and you mess up the others."

Marlene Lang: What is interesting is 30 years from now or maybe 20 years from now, this same group could be talking about how

we are going to have our parents taken care of.

Billie Randall: The same issue is going to come up as our society ages. What are we going to do with our parents who are living longer and need to have somebody to be with them when they are not ill enough to be hospitalized. Whose responsibility is that?

Shirley Stubbs: Where I work, we are already hearing that. The program that I direct is called "Family Care Choices", and it has enhanced resource and referral for child care and elder care. The child care piece is still the largest, but the elder care piece is growing. Some of our people even have both problems.

John Schmiedler: This seems to be similar to the literacy problem where there are so many people that just cannot read at base level. I have been involved with a task force that is trying to raise the level of awareness about the extent of the problem and make tutors available to people who need it. The question is, "Who is going to pay for all this?"

Vanda Franz: As I listen, I am hearing all the different resources that are beginning to surface to meet these needs. With growing awareness, people are looking upon child care more as a profession, going to someone else's home, bringing children into their home as a profession, and employers are saying, "We want to provide this as a benefit to our employees." I think as professionals and parents continue to talk about this particular issue, more and more opportunities to solve it are going to surface; and they are not going to be said it is this person's responsibility or that person's responsibility; it has to be a multi-approach.

Elaine Williams: I think child care is everyone's responsibility. As a parent, I have really looked at that; my husband and I have done different things such as his not working during his Ph.D. Our money is really very budgeted, but we chose to have children.

There is also another issue that really concerns me. I am now looking at preschools for my three-year old daughter who will be four next year. What I have seen is that certain people are making more money, e.g. parents who, as myself, chose to wait to have children in their 30's, have higher incomes. Preschools and day care programs are really, how should it put this, playing on that. I go to these preschools, and they announce, "This is what we can offer", and they give me a list: language, swimming, etc., and this is the cost. It is incredible.

Some parents can have their children in these situations where other mothers and fathers cannot begin to afford such situations. As we try to balance the scale more in terms of

affordability, I see it is really being tipped more in favor of parents who are making the money. They are affluent, and they want the best for their children; and boy, providers are saying, "This is what we can give your child, and this is the bill, and this is the money." I am just real concerned because I think this is going to tip the scales even more in terms of educational differences children are going to experience.

Margaret Herron: This is the problem we are addressing, the quality of day care for everyone regardless of income bracket. This is where we are going to have to have, not just the employer, but also the parent, as well as the government, to all work together. It is not a one-person problem; unless everyone helps put a piece of the puzzle together, we will never get a hold on the issue.

Beverly Taylor: I want to address the issue of preschool that is not affordable to everybody. It helps to explain why I am extremely for the education of the home day care providers. I provide preschool training for my children; fiver out of the six, well, the sixth one has not yet taken the test for kindergarten, have placed in the upper 95%. Home day care providers can provide the same thing as a preschool if they are educated to do so. We need to educate the home day care providers so lower income parents or persons such as yourself who cannot afford a high priced preschool do not have to worry about quality of education their children are receiving in home day care.

Elaine Williams: Also, I would rather be in a home day care situation; I prefer it. I have a child who is very shy, and I put her in a large day care center when we first came here; it was disaster.

Beverly Taylor: My own child who is now six, was three when I stopped working for that very reason. He did not do well. I tried various centers. I could not find anyone with whom I was satisfied. I really sympathize with the mother who said she got in the car and cried all the way to work. I did that; I know how she felt; that is why I provide. I try to provide a better service to mothers than I was able to find. I think that day care providers need more education. There needs to be more college courses and forums like this where day care providers are invited. North of the river, William Jewell does not offer early childhood education classes in the evening division at all. Maple Woods does not have anything. I know South of the river, it is a little different. I was really disappointed. I called several colleges north of the river, and there was nothing available. I have to drive down here.

Shirley Stubbs: I wonder if that is because there has not been

demand in the past. Maybe in the future, there will be a demand for this education. I think we have heard it more today, more family day care providers saying they want education and training. Dr. Vartuli has a training program going on right now at UMKC. She originally proposed training 30 day care providers a year. When she wrote that proposal, I thought she was crazy! I didn't think she would get thirty providers a year. This year, the "Y's", the Johnson County Child Care Association, and our agency in Wyandotte County are working with her. One hundred and thirty family day care providers are being trained in a 9-month training program, and they want it. It is a marvelous program; I think that is a bright hope of the future.

Another of my great concerns as a professional, that I alluded to earlier, is the marketing being done to make parents think their children are going to fail if they do not know Spanish by age 3. How many of you were in preschool? We did not even have kindergarten in those days. You know, all of a sudden, it has become so important.

Becky Conaghan: I think it has become a status symbol, too.

Elaine Williams: The money and the status... it is really a concern because I see many mothers who cannot afford it, and they are really freaked out! They are asking "What is going to happen to my child? How can I get out of this situation?"

Vanda Franz: I feel as if we do not have a parent representative today of someone whose child is in a child care center. We have a home provider and a parent who uses a home provider, but I want to say that I feel as if we are getting a bum rap because we want to teach our children something in child care. I feel the children at our centers, for the most part, are very happy. They are very well adjusted; they delight in the program. I really feel what is right for those parents should be brought up here today, too, and there is no one here who can say that.

Margaret Herron: The type of child care should be an individual choice. I think it also depends on the child. One of the panel members mentioned that a day care center was not for her youngest child; it was perfect for her next child. It would all depend on the parent and I think, first of all, the child because even though we are all looking at parents now, everything should really be centered on the child because the child is the most important issue here.

A lot of times when we get ready to discuss problems of child care, we get away from the main perspective which is the child. A lot of different early childhood programs are looking forward to the Super Child. Everybody wants their child to be

the smartest child. "My child can do it, my baby did this at age so and so." But that is not the most important thing. The most important thing is having a well adjusted child. If we get to the point where we want to start centering on foreign language by the age of three, just what are children going to be like when they are 13? We can burn them out, too.

Shirley Stubbs: Very good point.

Elaine Williams: I think parents have the responsibility to understand what their child needs. I have a child that is 10 months old now. She is going to be an excellent candidate to go into a situation like Vanda described, where my oldest daughter, Sherry, was not a candidate at all.

Vanda Franz: I can understand that perfectly. I am a parent of two children with very diverse personalities and styles. The issue we keep coming back to today is one of choice. The parents' prerogative is to choose what is best for their child. It all goes back to education. I guess what makes me the saddest today is I feel as if the one parent for whom we have not come up with some sort of philosophical or real answer is the one Margaret described. What about mothers on welfare that cannot afford to put their children in a situation that they feel is the best choice for their child?

Beverly Taylor: There needs to be, just like we talked about in the forum, more state assistance for those mothers. I take these mothers in my day care center. Many providers will not because these mothers are paid by the month so the day care provider only gets a check once a month. I do take them, and I do not charge my mothers that are in that situation any more money. I just do not feel right in doing that. Some providers do charge the mothers, I do not. I take what the state pays me; but I do think there needs to be a higher rate, and there needs to be more slots for those mothers. That way, they can pull themselves out. I do not currently serve any mothers receiving welfare, but I had two for two years. The mothers became pregnant with their third child, and they decided there was just no way. They were making minimum wage, and so they opted to stay home and take more welfare benefits because, like you said, there were no benefits at work. I think there are several issues. More benefits are needed at work plus more pay for the state assistance. It needs to be done.

John Schmiedler: I would like to pick up on that; it is a fact that the gap is beginning to widen between the "haves" and "have nots." The "have nots" are going to be caught in an impossible situation unless there is some kind of day care voucher or something.

Shirley Stubbs: Quality is the main thing. All children need that.

Becky Conaghan: One issue that has not been brought up today is the special needs child. That is an issue I was not aware of before my current position. I was not aware of the plight of parents of a special needs child. They have all the problems that a parent with a non-handicapped child has, and on top of that, they have expensive medical bills that are phenomenal; plus they have double the absenteeism from work. We are a small section of the whole problem, but it is something that needs to be addressed. I think it starts with information and advocacy to increase people's awareness that this is an issue, that this care is not available. In fact, the kind of care we provide is not available anywhere in the country. We are a unique program. We provide child care to chronically medically ill children. It is something I think we will see more of; I have had four employers call me that have wanted to know how to work this into their benefit programs.

Our rates are high because we have nurses on staff. We are working with the insurance industry to subsidize part of this care, but the insurance industry does not see us as a medical facility as of yet. We do have three insurance companies that are covering children now, but that is a small part. I serve a special population that is often overlooked. It is an expensive program to run, and we struggle on a daily basis. The expense is why I think there are so few programs like ours. We are subsidized by the community a great deal.

Vanda Franz: I am speaking now as a parent of a special needs child. My daughter is 19, but, when she was three and a half, she was diagnosed as being an insulin-dependent diabetic. I was a single parent then. This was an incredible responsibility! I did not know where to turn. I remember being so excited because I had enrolled Valerie into a church preschool and child care program that was just opening. I just remember what I felt like the day they called me and told me they probably would not be able to care for my child. She was perfectly normal in every other way except for the fact that her pancreas did not work correctly.

Now, I was very fortunate because they did go ahead and give it a try, and everything worked out just fine; but I think that moment was an excellent preparatory moment for me in the child care field. I do know how those parents feel, and I agree with you that they want so much for their children's lives to be as normal as possible.

Becky Conaghan: I think there are wonderful programs in the community that deal with mental handicaps and orthopedic handicaps, but they are only half-day programs.

Billie Randall: Wow! I guess I need to speak. During the eight years I have been involved in CLUW, we have had numerous seminars in Kansas City on child care; I am so encouraged by what I hear today. I can sit here beside a major employer who has set up a child care program for her employees. There are child caregivers that really care about the quality of education they are giving children. We did not have this eight years ago. I believe that much of this progress comes from forums such as this, one where people can educate each other and then go out in the community and educate even more people. I am really thrilled to see what I have been a part of today.

Becky Conaghan: I think Resource and Referral has been a catalyst because so many employers are relying on it; that is how people learn there are special programs, home providers, etc.

Shirley Stubbs: I think resource and referral can be the coordinating key because we want to work with all segments; centers, for-profits, not-for-profits, and family day care providers, and our agency is committed to putting as much money as possible into training and increasing the supply of care. It certainly is not the whole solution, though; it is not even what employees would chose for their employer to do. If we polled the employees in any given company and said, "We are thinking about doing the whole range", resource and referral would probably be the last thing employees would choose. It does not solve the problem, but it is a beginning.

Marlene Lang: I have to say from our experience at Research that employees are very grateful to have an on-site facility; we think they really appreciate it. They know we care for their children and provide a high quality program for them. As more companies recognize the need, they are going to be another valuable resource for the community.

Margaret Herron: Marlene, did you plan to cut down on employee absenteeism?

Marlene Lang: We did not specifically track absenteeism. We have 2,000 employees and, at one time, we have 100 children in the center, and a total of 200 parents using the program. We did not track those individuals, but I do think, from a general perspective, I can say employee satisfaction probably has been worth a great deal. I am sure if we did go back and track individual parents, we would have found a reduction in absenteeism, but they have to come and pick up their sick children, too; so that kind of absenteeism still exists. We are calling people who are taking care of dying patients to come and get their children from the center. So, we all experience that particular frustration. We cannot care for ill children either; the

idea of a sick room got torpedoed by our Infection Control doctor who said, "No way did he want to have sick children in the facility."

Shirley Stubbs: I have found that the companies that do on-site child care do so not because of absenteeism--although they think that is impacted--but because of the productivity of parents who feel good about their job, their children's care, and their employer.

It is 5 o'clock, which is when we are supposed to adjourn. I think this has really been a wonderful day. Before I came, I thought "Why am I going?" I thank you all very much. I think this has been a good dialogue.

Participants: Oh boy, yes!

Group 2, Participants

*Terri Clamons, facilitator, publisher, Kansas City Parent Magazine

Kerri Allison, Family child care provider

Helen Brotmarkle, Director, Red Door Child Care Center and President, Greater Kansas City Association for the Education of Young Children

Janis Eason, Sales Representative, Blue Cross and Blue Shield and parent

Rose Kemp, Regional Administrator, Women's Bureau, The Department of Labor

Vonda Mulherny, parent

Marguerite Myers, child care consultant

Gerald Randall, Chairman, Legislative Committee, International Association of Machinists, Local 1050

Ann Stern, Vice-President, Community Services, National Council of Jewish Women, Greater Kansas City Section

Bernice Weissbourd, President, Family Focus, Inc.

Terri Clamons: Child care is alive and well; the need for it is alive and well, and I think our collective concern should be that if we are going to do it, let's do it right! Though the jury is still out on what our children are going to be like as adults because we do not know that yet.

Helen Brotmarkle: You know, every generation of children is different, though.All parents at some point or another ring their hands and shake their heads and say, "Oh, what is this world coming to?" Life is so much different now than it was when I was a child. Children are so much more sophisticated. They do not have any more coping skills than I did, but they are a lot more sophisticated as far as what they have been exposed to.

Terri Clamons: A family therapist recently said to me that developmental stages are still the same, but we develop in relation to our experiences. This is the first generation coming up with parents who honestly are not able to relate to the things their children are currently experiencing. In the past, we have always had some vague notion as parents of what was going on in our children's world but the world is a stranger to parents this time. It puts extra stress on the child caregiver, I think.

Kerri Allison: We cannot follow our role models either because there are no role models; everything has changed. Just like Dave said; he had never seen his Dad sweep the kitchen before. Men are having to do that now, and they are having a struggle with that because of what the past has been and with their thinking that this is not a manly thing to do. But it is a fact that they have to do it with women working; they did not have role models to follow to make it any easier for them.

Terri Clamons: As a caregiver,how do you relate to the fathers in your particular situation differently than you relate to the mothers?

Kerri Allison: I relate equally well to the fathers. My fathers are all into their childrearing. A lot of them do 50% of the dropping off or more than 50% including getting the diaper bags ready for the following day. So I relate real well with the men.

You know, relating with the parents is probably the hardest part of my job. You try and tell the parents what has gone on during the day, and quite frankly, they really don't want to know. They have to get home, and they have to get dinner. Especially if you have had problems with their child that day, they do not want to know. They only want to hear the good things their child has done, and sometimes they get kinda belligerent when you tell them about the bad things that have happened. So I deal with the child the way I have to, and I just do not say anything to the

parents unless it is a severe case of biting or if their child has severely beaten up on one of the other children or something like that. If it is relatively minor, I just do not discuss it with parents because they really do not want to know. They take it out on me instead of the child, and it is not worth my getting all upset; so I just deal with it whichever way I have to deal with it and do not bring the parents into it.

Helen Brotmarkle: My experience is that many fathers bring their children in and pick them up. It is a shared responsibility; relating to them is no different than relating to the mother. Some people are more shy than others, of course, and I suspect that to a younger father, I am perhaps a little intimidating; I never think of myself as being that way, but I think that I probably am; I try to make them as welcome as possible, to always listen, to give soothing "pats".

Kerri Allison: Kathy Smith is one of the fortunate ones to make over $30,000. After the panel discussion, I asked her, "Now is that what you make before expenses or after expenses?" Of course, it was before expenses; so it only sounds like a lot of money. I am fortunate that I make more money than the average day care provider because of my location.

If your license is for ten children, you make $60-70 a week a child, and a parent will say,"Well, good gosh!, you must make $600-700 a week. That is what my business brings in; but after expenses, you would be really surprised what I get to put into my own pocket. People think we make a lot more than we really do; I was really disturbed when Kathy announced her salary because that is not the average. She is an exception to the rule. For one thing, she has 21 kids in her care. Most of us care for six to ten children. Most of us do not consistently stay full. We have periods that we will be low before we get back up to ten. Some of us have chosen not to keep ten children. My job is nice because, for example, I am pregnant right now. Well, for my own sanity and my health, I have cut back to six children; we do have flexibility in our job. What Kathy said about pay--it is not for the norm; we do not make that kind of money.

I am actively starting to get an association started in the South Kansas City area; a lot of the midtown women are caring for people that are working for McDonalds. Parents working in places like that make minimum wage; so they cannot afford to pay even the going rate for child care. So you have to take into consideration the areas and the income of the people you are caring for in order to know what child care providers are making.

Terri Clamons: It is a good point.

Marguerite Myers: Might I add also, that the municipalities, as opposed to the state, also restricts the number of children in some areas. So it is your personal wishes as well as other restrictions.

Rose Kemp: I heard a couple of encouraging things today, and I think they should be encouraging for all of us. One of them was the training of family day care providers. Many people think that just because a person is born female that she is very capable of providing adequate child care. I have gone to the employment and training programs and other situations where job alternatives for women are being formulated and so often, someone says, "Well, you could become a child care provider." They have never looked at what qualifications are needed for child care providers nor have they looked at what that woman really wants to do. It is just not fair to children or to women when it is suggested they become child care providers simply because they are women. Yet, if she does take that route, and training is available, perhaps quality child care can become a part of what she offers. So, it was encouraging to hear the talk about training.

Kerri Allison: I just completed the training being provided by Sue Vartuli's group. It is good, but they need something for more advanced day care providers. In my opinion, they did not get enough into programs we could do in family day care settings. Because of the different levels of participants and being a new training project, they couldn't cover everything.

You know, a lot of them, like I said, had just gotten started into it so we had to spend a lot of time on policies and the issues of just even getting--licensing and things like that. I have been providing family child care long enough that I am ready to get into curriculum type activities but yet, a curriculum for a center and a curriculum for home day care have got to be separate. They can't be the same. Family child care has one person with different age groups. They are just two totally different type settings.

Helen Brotmarkle: May I mail you a copy of the NAEYC Position Statement on Appropriate Practices?

Kerri Allison: I would be happy to have that.

Terri Clamons: Also, the AT&T report draws the parallel between nurturing is teaching and teaching is nurturing . Where does one end and the other begin?

Kerri Allison: Yeah, because a lot of my job is social skills, helping children get along together--not learning how to count from one to ten, just learning to get along.

Helen Brotmarkle: Absolutely; you are way ahead of the game!

Kerri Allison: You try, but the parents want to see that piece of paper at the end of the day; we have to educate parents to the fact that academics are not appropriate.

Bernice Weissbourd: I think Kerri is right on target. Parents are beginning to be so worried about the basics that we really have a parent-education job to do--a public education job to do.

Helen Brotmarkle: When parents call and ask about my program, I ask, first of all for what age child?" They don't need to know about the preschool program if they have an infant, but I tell them, "We are not a center where children can sit at tables and do a lot of paper work. If you are looking for that type of center, you will not be happy here." So, I just lay it all out and say, "This is what we do". Play is important;so is exercise and fresh air. These are the things we emphasize. Your child will get dirty in the sand box. If those things bother you, then you will not be happy bringing your child to our center."

Kerri Allison: Yeah, you have to do that--lay it out for them because,as the parents on the panel discussed, centers are not for every child; a home is not for every child, and the same with the curriculum. But I think it is more of a parent's hangup that we need to get over; children do learn better through play. We need to educate parents . Even other day care providers need to be educated about learning through play. That was one topic that was covered in the training project; I got many ideas about water play and sand play, etc. for my kids.

Bernice Weissbourd: Is it possible to ever give parents little leaflets? NAEYC has leaflets on the value of play or what toys to choose, and they are real cheap! Places like yours ought to get them for practically nothing in order to help parents become better informed. Would that help?

Kerri Allison: It helps. But, unfortunately, a lot of family day care providers do not have the resources to find these places that provide the free pamphlets. I have just myself become aware of the National Association for the Education of Young Children. I am now a member, but most people in family day care have never even heard of NAEYC nor is NAEYC aware of home providers. So our Association wants to educate home providers. Still, so many family day care providers are intimidated. I know when I was thinking about becoming licensed, home providers told me, "Oh, you don't want to do that. You have to put a sprinkler system in your house; you have to do this; you have to do that." Once you get the booklet, you realize somebody has been making this all up or they do not have their facts straight. We are still working on educating family day care providers that licensing is not as bad as it sounds. There is still lots of room for improvement through the

State licensing rules and city codes. They are totally different and it is very frustrating for family day care providers. We have a lot to overcome just to get people who are underground to come out.

Marguerite Myers: I was just going to share with you, that as a member of the GKC Association for the Education of Young Children for 15 years, we have tried so hard and are so conscious of you out there and have tried so hard to reach you and want to reach you and want to bring you in. As Dr. Weissbourd has brought out, there is a wealth of information, not just for centers, but on the hidden curriculum of the home. So perhaps as you organize your association of home day care providers, you can still remember NAEYC and come under our umbrella as well, but still keep your identity as providers, because I think that is important too.

Kerri Allison: I attended NAEYC's conference in Chicago and I enjoyed it but you feel a little intimidated. My girlfriend and I sometimes felt we were looked down upon as uneducated people. It may have been some of our own feelings but, you know, it was kind of hard for us. Some of the presentations seemed to be way over our heads; it may have been just as much for the person next to me, I don't know. I mean, it was good for us and we enjoyed it but, you know, we have to overcome some of our fears.

Bernice Weissbourd: Didn't they have a family day care track? How did you feel about that?

Kerri Allison: There was a family day care track, but I was beyond that track. I was looking for more information on curriculums and things like that; I really did not attend any of the workshops in the family day care track because they were elementary to me.

Rose Kemp: Maybe that is one of the reasons people in your situation become members of NAEYC. That way, when programming is developed , your needs can also be met through good workshops, etc. As long as we only have a certain category of people attend the conference, workshops have to meet the predominant attendees. So you know, maybe you should mark it.

Kerri Allison: We intend to do that! We intend to try and get family day care providers to attend. You also run into the problem of having no money to go or no person to care for your children while you are gone.

Helen Brotmarkle: And that is everyone's problem.

Terri Clamons: Ann just suggested that when we do this again, we should have child care.

Ann Stern: If we do not model this and provide some kind of care, who is going to do it?*

Rose Kemp: Is this group devoted just to family day care?

Terri Clamons: No. This is our chance to share whatever is on our mind about child care needs.

Rose Kemp: I think there is a union person in the room. I would be really interested in hearing from organized labor.

Gerald Randall: I am with the Machinist's Union in Riverside, Missouri and work for TWA. I also sit on the Executive Boards of the Kansas City Greater Labor Council and sit on the Executive Board of Missouri State Federation of Labor, United Way, North of the River, and a Foundation Executive Board here in town. My interests in child care are probably from a grandfather's perspective but also as a person that is interested in an individual being able to do a quality day's work without having a lot of worries and being constantly on the telephone.

My job is to represent the people on the job. I represent young and old; I represent 190 people on the job every day, from 21 years old to 65 years old, 5 days a week. That's my job. All these other jobs are sideline jobs that I have became involved in because I like politics. I am Chairman of the Legislative Committee in my local and I lobby in Jefferson City. I also lobby in Washington, D.C., strictly on issues that concern working people, including the poor people out here that have no representation whatsoever. I feel sorry for them--the boys felt sorry for them.

I have been very fortunate in my life that I have always had someone to represent me until I decided to take this kind of work. I am very concerned about the pregnant woman who has a job and has to leave it to have a baby and not have a job to go back to. I worked on that bill in Missouri this year, and we ran into lots of problems down there. I would like to see my employer, TWA, have child care right there so salaried people, management people, union people, whatever, could bring their child and know their child is within minutes if there is a problem; but they will probably fight me. My idea is to have an individual that carries a lunch bucket, takes the child to work with him, goes on the job, does his job, picks his child up and goes home. It would also, in my opinion, help the parent-child relationship to be able to spend more time with that child.

I have a daughter 28 years old. I was very fortunate; my

*Editor's Note: Child care was not provided because it could not be of high quality.

daughter and I were very close. My ex-wife had lots of problems because my daughter and I became close because I took care of her. Like the gentleman from WDAF was saying ... I swept the floors, too. I did the dishes; I have done everything. These are my feelings, and this is why I am here this Sunday afternoon instead of sitting home watching the Chiefs, to get ideas and legislative possibilities; we have to get legislation-wise,state-wise,federal-wise to protect people's jobs. I am very interested in that.

We just had a girl from our office, and she was protected by her union contract, but she could have been out here somewhere else and not been protected . If we had on-site child care, you could pick up your child and go home. If you wanted to stop at a restaurant and eat, whatever, you would be a family. This is one reason I think this issue is very, very important . The thing that I have gotten out of this conference was said by Nicki Gustin. She said a mouthful when she said the people that have small children don't have the guts to stand up and tell their supervisor, "I am going to do this" because that supervisor will renege on them, will do something to them. They are scared; they don't have the guts to stand up and say something or get a group of people together and say, "This is what we are going to do Mr. Manager; now will you listen to us?" I suppose it would come down to where they needed leadership, but leadership cannot contact every person out here; and the bottom line is getting those individuals to stand up and fight for what they believe; they have to believe but, yet, they won't fight.

Rose Kemp: I can appreciate what you are saying but, being an advocate of women, I can understand one of the reasons they do not do it is because they feel their jobs are in jeopardy. Most women work because of economic reasons and simply will not do anything that would jeopardize what they already have. Would you be the person or who would be the person to talk to TWA folks about the various options for employer's supportive child care.

Gerald Randall: I think they have a deal going, and I would rather this was not on tape.

Terri Clamons: We will respect that.

Bernice Weissbourd: What can be said about the Parental Leave Bill that is in Congress?

Gerald Randall: I really can't talk about it. That is the one that I wrote and am trying to get some results.

Bernice Weissbourd: And what kind of response are you getting?

Gerald Randall: Positive, negative; Congressman Colman, who is

my Congressman, is very negative, I suppose.

Bernice Weissbourd: On what grounds? It doesn't cost a lot.

Gerald Randall: He just tells me ... I can't go into it. He tells you lots of things are negative, and he is not going to vote for it.

Marguerite Myers: On this subject, Bernice, I have talked to entrepreneurs who run small businesses, and they have good motives. They would like to see this, but they say there is no way with such a small margin of profit and competitiveness for the small business client to support a bill like that. They simply cannot afford it; and if you know the structure, it is very interesting ; they just simply cannot do it--they would go out of business.

Bernice Weissbourd: That means, then, that we have to have some kind of state supported funding for small businesses . It should not only be the load of small businesses.

Marguerite Myers: Are the greatest majority of Americans employed by small business?

Bernice Weissbourd: Yes.

Rose Kemp: And most jobs are created by small businesses.

Ann Stern: I am aware of a compromise they are working on; it would exempt small employers with 50 or fewer employees and after three years would exempt employers with 35 or fewer, and some other exceptions such as employees have to work a full year. I think it might be very helpful if some groups could go to businesses and show them the benefits e.g. higher productivity from workers. If they can be convinced there is a bottom line, that will make a difference to them. People would be more interested.

Rose Kemp: A lot of small businesses are saying they are already very flexible, and that they simply don't want to be legislated.

Ann Stern: There are some small businesses that are very good and kind and compassionate; where you run into trouble is when there is someone who is not. There should be some legislative protection at the national level. On a local level, it just has to be on a personal level, going to the businesses and showing them that it would be meaningful.

Terri Clamons: I have heard some rumbles that developers of office complexes and office and industrial parks are exploring the

options from a marketing standpoint; they are going to undertake the responsibility of a corporate child care center open to all the people that lease space from them. I think that would be a very reasonable solution. Shopping centers and retail shops are also exploring it.

Ann Stern If your child is right near by, parents are going to have a lot more productivity because they will feel confident; in fact, if child care is available at your place of work, you could have lunch with your child. What a wonderful thing to do! There are lots of opportunities if we could get the employers to understand it; then the parents would not be on the phone, would not be concerned, would not be having a crisis, would not be absent because they have to say they are desperately ill to be able to stay home and take care of their child.

Kerri Allison: I have empathy for parents who have to deal with employers to get time off to care for their sick children. They are not understanding . As a day care provider, I can not care for sick children. That is a State regulation; not only that, I don't feel it is fair to me or the other parents to have their child exposed to a sick child. Furthermore, if you bring sick children to me, sooner or later, I am going to become ill, and I am going to put all of you in a bad situation because I am going to have to call you up and say I am sorry I can not care today.

Actually,I am the exception to that rule because I have a backup but it is hard for people to find quality backup people. It is a vicious circle when you talk about sick time and sick leave because parents are getting pressure from their employers because they are not understanding; I get pressure from other parents cause their children are being exposed by another sick child; plus I may get sick or it may cause illness in my family due to my other child being there. I feel if the corporations are so upset with parents missing so much work due to sick children, why don't they come up with sick days? I feel we are going to have to work on corporate people. I know, in my own experience with my father, who was a corporate person, he was not understanding even to me as a child when I became sick. He felt like it was all in your head. Well, some people don't get sick, and they are very fortunate. Others of us get everything we are exposed to. We need to get everyone to work together.

Bernice Weissbourd: One of the problems I think a group like this could think about is the response by hospitals; they are allocating certain sections of their hospitals with empty beds for sick child care. As child development people, I think we really have to take a look at that. How does it feel to a sick three-year old who gets sick one day and be brought to a hospital, knowing nobody, and everyone is walking around in uniforms?

Terri Clamons: It didn't work at Lakeside.

Kerri Allison: Parents are afraid to speak up to their employers. I have lost jobs myself because I have said "I chose to have the child. By God, I am going to be there to take care of this child." I have walked out and lost jobs because I have put my child first as opposed to my job, and that is the way it should be, in my opinion.

Bernice Weissbourd: You should not be in that bind!

Kerri Allison: You are right; I should not have to worry about losing my job because I am home taking care of my sick child, but it is that way. That is life!

Bernice Weissbourd: No, it shouldn't be life!

Gerald Randall: At TWA, I represented only one woman who is going to have a child, but seven times and you are in the office with me. If you don't improve, then they are going to set you up and give you a day off. And if you don't improve then, you are out the door; they don't care.

Bernice Weissbourd: How far can the union influence corporate policies in that regard? Do you know?

Gerald Randall: It goes to arbitration. You get an arbitrator to rule, but we win very few any more. We used to win but not much any more.

Ann Stern: I think this is information that should be made available to employers. There should be a registry of phone numbers for substitute caregivers available on an emergency basis. This is a good small business opportunity. You don't want people to leave work, and you don't want them stewing and making phone calls; so let's give them the resources and the information. Now, the problem is going to be the cost and that is where the hangup is going to be. If you cannot afford it, then what are you going to do?

Rose Kemp: After the second time, if you call in and lose your job. Cost will not be the issue.

Ann Stern: You may have to have this subsidized.

Terri Clamons: What about hospitals subsidizing this? Getting back to the Lakeside Sick Bay idea.

Ann Stern: They did it wrong. They had to have done it wrong! They should have had consultants in early childhood education. They should not have nurses. Children ought to be in colorful

rooms. Caregivers should be in colorful garb. The whole place should be painted the same way as a nursery school setting; there are a lot of things you can do to make it friendly and welcoming. A kid may just want to go to sleep, but he has to feel secure someone will be looking after him. You cannot have 16 nurses parading by--one taking his temperature, one patting his head. Again, the consistency of a caregiver is very important; I think this is another business that could operate successfully if they got the right people.

Terri Clamons: Janis, what is Goppert's policy if a child gets sick.

Janis Eason: They call you. They tell you your child is sick and come pick her up, and off I go; I have to leave work. My employer is a little more lenient than what I have been hearing. Not a lot, but every once in awhile; where I am in the corporation has a lot to do with it. Sick children are a problem; you have to go home and have to call a doctor, and have to stay with that child the rest of the day. Then, a whole day is gone!

Bernice Weissbourd: Sometimes, it is more than a day.

Rose Kemp: An encouraging trend is that more and more employers are starting to let employees use their own sick leave for a child. Now, I am in the Federal system, and we still cannot do that. If you are sick, it is for your own personal illness only and not for someone else's, but a lot of employers do extend this sick leave.

Kerri Allison: That forces a lot of people to be dishonest with their employers. I have parents do that all the time.

Terri Clamons: I read recently in the Olathe Daily News of two registered nurses, not currently employed at any medical center, who have gone together in one of their homes to provide care for sick children. They do not always have somebody there, but they are one of the emergency numbers that you can call. To me, that would be a great resource for parents and an opportunity for women who do not want to work and be tied down to a schedule. It would be in the home so it wouldn't be intimidating to the child.

Marguerite Myers: There again, I would suggest you consider whether the nurse or the provider would go to the child's home. We have not yet talked about the licensing which is changing as we recognize that little children have ten colds a year. So we are not talking about the common cold but those occasions when the child is really sick. I think, in our enthusiasm, I am going to be of another generation, perhaps and say "Would it not be nice if a

child could stay in his own home for a serious illness?"

Kerri Allison: That's where he would rather be.

Marguerite Myers: If he has a high-powered parent with a big conference who cannot come, then perhaps these traveling persons could come to the home but I think we must not forget the child!

Kerri Allison: The child would prefer to be in her own environment. Preferably, with Mom or Dad, but we all know that is not always possible. They do not want to be in one bedroom at a provider's home while she is running up and down the steps to check on them and trying to provide quality care for the other children. I have been in that situation. Nobody is getting good care; so everyone is losing out. But, you know, this is not an issue that is going to be solved in one day!

Ann Stern: I think there should be one option--I hate to say it--for affluent parents where people will come to the home and are trained to take care of your child. It would be very expensive. It would be ideal. I think another option is taking your child to a nurse or someone who has experience dealing with sick children and who has enough isolated rooms. There would be a cost saving if this program could take care of several children; so that is probably an option for more people than what we would prefer which is an ideal situation. I think there is a real possibility, if it hasn't already been done for this area, in setting up these programs as small businesses.

Rose Kemp: One of the things I am doing in my agency is proposing that we identify a cadre of people who will be available to take care of an employee's sick child or an employee that has to travel and does not have a regular travel schedule but may travel one or two days a month or at odd times because working women especially find that difficult. They cannot take jobs that involve some travel because they just cannot buy child care at odd times or very quick turnaround times. The other thing that we are exploring is an on-site infant day care facility in the Federal Building and a near-site facility for toddlers and preschoolers. The only reason we are going to have to go to near-site for day care for toddlers and preschool is because the building will probably never be able to meet State or local regulations. Ideally, we would like to have it all at 911 Walnut; the Department of Labor is trying to make a statement that this is the way employers should go. My personal private date is September 30, 1988 but a lot of other people are also involved with this process.

In addition,I would also like to have a parent-education program. I think employers need to do more than just have child care available on-site or near-site; I think people are going to

become educated.

Terri Clamons: We have about five minutes left. I am waiting for last minute profound thoughts here. Obviously, everyone has some personal concerns.

Rose Kemp: Well, I will tell you of my concern in this since 1983. The Women's Bureau has tried to get the ear and attention of the corporate structure, and we have not been successful. I know several years ago, we had a White House Seminar here on employer-supported child care. We need to get the involvement of CEO's. You have to get to the person who makes the decisions, and we have not been able to do that. It has been my experience in other locations that decision-makers become involved once it starts impacting them personally. When they send their daughter through Law School, and she cannot practice law because she cannot find child care, then their attitudes start changing.

Participants: That's profound!

Terri Clamons: My fervent hope is that our activities today have brought this all together in some way so that everybody who has spoken and who has been listening can know it is a common concern.

Marguerite Myers: I do know there is a passing of the guard. I certainly know in the corporate world that the men who are the power structure now are on their way out, and I think, as they go, there will be new feelings toward families.

Terri Clamons: Thank you everybody.

Group 3, Participants

*Sue Vartuli: Facilitator, Associate Professor, University of Missouri-Kansas City

Jack Brozman: President, LaPetite, Inc.

Dave Heling: News Editor WDAF-4 and parent

Karen Kennedy: family child care provider

Cindy Neitfield: Downtown Child Care Coalition and parent

Angie Smith: Secretary, Ford Assembly Plant, Claycomo and parent

Lois Turner: Coordinator "Mothers in the Work Force Study," National Council of Jewish Women

Jay Wiedenkiller: Director, St. Joseph's Hospital Child Development Center

Sue Vartuli: It is an important time for us to be sharing our thoughts on child care. I would first like us to take a few minutes to tell each other who we are and to identify two child care issues you heard today that you feel are the most important or you feel in your own life need to be addressed. That will get us started.

Jay Wiedenkiller: I am director of the Child Development Center at St. Joseph's Health Center. The two issues that affect me right now deal with staffing: being able to compensate staff, being able to locate quality staffing and, being able to provide the ongoing training. The second issue is the cost: being able to get enough money into the program without taxing parents and yet making sure that parents are paying a fair share so my teachers do not continue to subsidize child care.

Lois Turner: My involvement in this issue is helping to coordinate research in Kansas City for the National Council of Jewish Women's national research project, "Mothers in the Work Place", which we completed this past year. The research occurred in three stages, and I will tell you about the last two stages. We interviewed mothers who were in their third trimester of pregnancy to find out their plans for child care. After the baby was born, we went back and reinterviewed the same respondents when their children were somewhere between four and seven months old to find out if, in fact, it was what they thought it was going to be and to learn what were the responsibilities of juggling a baby, working, and being a homemaker. Was it more difficult than they thought it would be, etc? Approximately 2200 women responded nationally.

Sue Vartuli: From the study, Lois, do you have any issues that came to your mind after listening to the speakers?

Lois Turner: I really think they covered just about everything we touched on. In 1972 our organization published a book that is called Windows on Daycare; this is 15 years later, and we are finding that the same problems that were not addressed then are not being addressed now. From our survey, the majority of those who responded (50-60%) had to go back to work when their children were two months old.

Jack Brozman: I am President of LaPetite Academy. We have 600 schools in 28 states. I think all the issues are important to me because of the size of what we do. I think what Jay said on the staff is a very important issue; wages are only part of the issue. I think government involvement is another area that concerns me a great deal. The public schools are again pushing, and the

government is expecting them now to do everything. I think it needs to be everybody working together and, in that light, also the whole issue of employers and child care and what they are willing to do. We have been working for five years with employers to try to get them to do more on-site referral to our centers by offering discounts. The response has been less than overwhelming. In my opinion, Jay has a situation where the employer has done something to help, but most employers do not understand the issue, and they do not have a lot of people out there they can talk to that can educate them about it. I think corporations get a lot of misinformation. We have run across this time and time again. I think it has happened here in Kansas City. Look at the project that got cancelled at the downtown AT&T building. They are terribly misinformed.

Karen Kennedy: I taught public school for five years, and after my first child was 18 months old I had her in two family day care homes. I found I could not find the quality of care I wanted; so I quit teaching and have had my own family day care for six years. Then we moved up here and neither my husband nor I had a job. The economy was so bad so I went to work for a day care center; I was there for a year and half. I love children. I love working with them, and so now I have a daycare home; I know this is what I want to do. That's why I am here today.

Sue Vartuli: What about the issues, Karen? What would you say they were?

Karen Kennedy: One of the reasons I quit working in the daycare center was the pay; it doesn't pay enough. I was surprised at what I heard from people today; there is such a high turn over rate in day care centers. As a daycare provider, I do not get respect from parents. They look at me as a babysitter even with my background. They do not want to pay me holidays and vacations. I am concerned about children, and I am concerned about other programs that I know are not high in quality. I am concerned about the overall issues.

Dave Heling: I am from Channel 4. I spoke downstairs about my concerns; so I will not add to that except to say that it seems to me the basic fundamental problem in day care is a relatively simple one: how can we provide the incentive for highly qualified, highly trained people to take care of our children, pay them, and at the same time, keep the expense affordable enough so that parents of all classes in our society--the poor, the middle class--can afford it? That is the central centerpin of the day care issue. How do you keep it cheap but yet make it good? And to the extent that we can solve that in this little group, hooray,

Nobel prizes!

Angie Smith: I am a secretary at Ford Motor Company. I had already established that I was going to have to pay for the day care that I wanted and, if I wanted good day care, I was going to have to pay money, a lot of money. So to help myself do that, I work extra hours and weekends and work with my husband's schedule so he can be home part of the time so our children are not left with somebody else. Personal attention is important to me. My oldest one is the type of child that, when he has something to say, he wants somebody to stop and listen. I want him to be able to express his views because if he were at home, I would be listening to him, and when Scottie finally does say something, we want somebody to be there to listen to him.

The other issue is stimulation. I did not really want an atmosphere where my child was always in a group of kids, e.g. "let's go to this area and we are all going to do this with our books." At Day Bridge they divide the children up into six groups. So, if children do not want to go to a particular area and, they want to do something else, they can switch groups and go where they would like. That way they are taking the children's feelings into consideration rather than having everyone go to the same area. That was good for me and also for him because he is the type of child that if he would rather not do it, he is either going to have to go into time out or get into trouble. With Scottie, I was hoping that since he was in a home day care atmosphere, the provider would help him learn his ABCs like we had done with Gary and help him color and learn all that kind of stuff--which she has done. But I don't think you always find that in the home care atmosphere. A lot of times they have one person with five to seven children, and they just set them in front of the T.V. or send them down to the playroom or whatever. So that was another issue that was really important to me. I wanted to make sure that since Scott was not in the atmosphere of day care, he was still getting the same things that my older son was getting.

The third most important to me was enjoyment. When I came home at night, I could tell that Derrick had had a good day. He had been able to do everything that he wanted, but I could tell something was wrong with Scott. Then when I went back to the daycare center on the day his caregiver asked if he could talk, when he could speak fluently, that upset me very much. It takes me ten extra minutes in the morning to run both of them where they need to go, but at the end of the day, I can tell that both of them are happy where they have been. So it works out real good for us.

Cindy Neitfield: I represent the Coalition of Labor Union Women. I guess I started becoming socially interested in the issue beyond my own child when I surveyed women's organizations in the Kansas City area and found that child care was on every group's agenda. That made me realize child care was bigger than my own quandary with the problem. I think the coalition's primarily concern will be affordability and, I want to add to that, in terms of quality and stability. Because if you are trying to find a place for your child that you can afford, too often children get moved around because they are not in care as high quality as you wish.

Sue Vartuli: I am here at the University in Early Childhood Education. I think I am going to share as my main concern the vacillating quality and the inappropriate practices I am seeing in a lot of centers. That leads to a lot of sleepless nights; I know a lot of children out there are not getting the kind of quality they need.

Dave Heling: I am interested in how this sort of dilemma might be solved without the government getting involved. It seems to me that whether it is the government or the private sector, the status quo cannot be defended. Caregivers just do not make enough money to provide day care; I am not talking about your programs, Jack, but the statistics are irrefutable. The people that provide day care earn less than poverty level wages. The turn over is one to two years. The education level and the esteem given providers is terrible. Yet parents seem reluctant to pay anything more than they are right now. Parents might pay an extra ten dollars, but it might take double that to assure the kind of quality wanted. So I am interested in what solutions exist other than the government or the private sector--which is to say, in most cases, the government's role in the private sector.

Jack Brozman: Let's talk about pay. LaPetite has worked hard in the past several years to increase what we are paying and to try to get better quality. But I have to make a general comment: I think educators in general are poorly paid. Why are our postmen paid more than our teachers? There is something wrong here. We as a business are very dedicated in providing quality. We are going to pay competitive wages. I think the problem is what we have been paying our educators in general.

A big issue is how can you afford this? Who is going to pay? I think that is the central issue to all parents. I am not saying the government should not be involved. I am saying that for citizens, providers, or educators to look to the government for solutions is a big mistake. I have seen situations around the country. We were talking about one downstairs where the

government is supplying the funds to pay for child care for parents who cannot afford it. I am all for their providing funds for low income parents. I think that is where the funds need to be. If the government can direct the funds in the right place, I'm fine. But, in general, I am not a big fan of the government because they have the habit of doing a very poor job; they spend more money than they need to and do not produce the quality. We get this feedback from parents that use programs in the public school systems. We have many children leave our program to go to public school after-school programs around the country because it is one-third of our cost. You know what happens with over half of those parents? They come back. They say the programs are terrible.

Angie Smith: Because you get what you pay for.

Jack Brozman: And you have to pay. I talk with a lot of parents. I spend a lot of time in the schools. If parents want to talk with me on the phone, they call me and I talk to them. I go out to the schools and meet with them, and it is always educational for me to hear them. On the one hand, we get a lot of parents that can afford what we are asking them to pay. But I am constantly amazed by the parents that say, "My child is so important, but I am not willing to pay." Some of them can not afford it, but a lot of them can; they just aren't.

I think the government is part of it. I know from the research we have done that a government-run child care program such as Headstart is not as good as ours. And it costs them a lot more to do it. Why is that? I do not think they watch the money. There is no motivation to watch the money, to make it affordable and still provide quality. I think that is what needs to be done from their angle. I really do.

I think businesses and corporations need a lot of education on this, too. We have a whole area of our company, a whole department, that calls on companies and talks to them. We have three on-site child care centers in companies around the country--three total. Three more are under construction. We have called on hundreds of companies to try to get them to do it. The response is difficult. It has been an uphill struggle.

Jay Wiedenkiller: Is it because parents are not out there demanding?

Jack Brozman: I will tell you what really happens. Often the corporate decision makers are older gentlemen who do not have children. I have three young children. I think I understand a

little better. A lot of corporate decision makers hear their female employees saying, "We need to do something about child care." or "We need some flexible benefits." They hear these statements but they don't understand their importance. They typically put some of their employees on a task force to research the issue with no intention of doing anything about it. I have seen it happen. We have spent hours and hours and hours showing these people how to do it.

Dave Heling: I think one of the reasons for your experiences is because our society is not yet convinced that this is a problem. It is only a problem if you have a child.

Jack Brozman: A lot of employers then say, "We are discriminating against the employees that have no children." I think you will begin to see change because flexible benefits are becoming so popular. With a husband and wife working, they can pick one benefit from the husband's package and another from the wife's, and they can get child care as a benefit. Companies can put this in with a 125 Trust or 421 K plan where the money can be deducted, even if the employee is paying or the employer is paying part of it. You can do this with pre-tax dollars and save the employee a lot of money. We did it at our company with health care. We have an unusual situation with child care benefits because we have it for everybody to use. Ours is a little unique compared to the rest of the employers. But if they do this and they bring on flexible benefits, I think we will see more employer supported child care benefits.

Dave Heling: It is very much like health care in a way. None of us worries about health care basically, because it is provided for us. It is a standard thing accepted in every business. Obviously, that wasn't always the case, but there came to be a consensus in this country that protecting someone against the effects of catastrophic illness should be mandated and that employers should include it in compensation packages. Child care is not yet perceived as a similar problem.

Jack Brozman: If employers give flexible benefits they are going to be able to do it. You are right they are not convinced yet.

Dave Heling: They are not convinced that child care is a similar problem. And they are not convinced because I don't think parents do a good enough job of communicating to their employers that even if you don't have kids, it is important. If you don't have kids you are having to do Dave's job because he is worrying about his kid or he is home with his kid who is really sick. It is really all wrapped up together. It seems to me until that kind of

consensus is reached, we are all going to sort of peck at the margins. As long as we plan it that way, people are not going to get paid enough, and the quality is going to be extremely uneven.

Sue Vartuli: Let me interject, Dave, at this point. One of the reasons we did the Metropolitan Child Care Study was to help the employers learn about the impact of child care, e.g. show them that women with children were the ones that had the greatest absenteeism and had the greatest stress. Yet the employers at that point were still not ready. We gave them facts, and they were not yet ready to make the decisions Jack is asking them to make.

Jack Brozman: I think they are scared of the cost. I think when they hear about things like parental leave and pay leave, they keep thinking somebody is going to pay for this, somebody has to pay. What is going to happen if the cost of any business increases? You know it is going to get passed along to the consumer. Somebody is going to have to pay. That is the problem.

Dave Heling: I don't have all the answers, but, at this point, what incentive does a business have to add child care as a part of their benefits menu unless it is enlightened self interest?

Jack Brozman: They have got to experience the problem.

Dave Heling: Right. And one half of one percent of all business across the country now have any sort of day care.

Angie Smith: It is the unknown that scares them so much. The automotive industry is mainly a man's world; I was the first one to have a baby and say, "My child's in the hospital. I need a week off. My kid is sick. My husband is working the line. He can't get off or he is going to get fired." Their heads were just swimming. At the same time, I wanted to do a good job because I am conscientious, and I don't leave that place until my work is done. I think what I have accomplished at my work place is they no longer hassle me about having to take off for a check up for the baby or whatever. They know, even if I am sick enough to where I probably should be home, I am going to be there and put my in overtime whether I get paid or not. I feel that I do this to pay these people back for allowing me to have my home life and my work life. I really think that they are opening their eyes now.

Dave Heling: What would happen though if everybody at Ford did the same thing?

Angie Smith: You mean the men?

Dave Heling: Yeah, what if the men started saying, "Well, I need to be home" and worked overtime and...

Angie Smith: That has happened in our family, too. With my husband working on the line and my working in the office, we call in the morning and say, "Okay, here it is; we have a sick child. Do you want Angie to be off or do you want Bill to be off? You are going to have to cover his job or you are going to have to cover my job." When you work at the same place, it is whew! They don't want to cover either job.

Jack Brozman: I would assume that your husband is union? Are you?

Angie Smith: Yes, both of us are.

Dave Heling: I guess what I am asking is what if everybody in the plant or at my T.V. station or wherever, began to ask for the same sort of things which are legitimate on the micro-level? How enlightened would our employers be in terms of saying, "Okay, if you need the time, go ahead and take it."?

Jack Brozman: You know how they are going to react? I will put myself away from child care as an employer. If somebody did what you say you are doing, Angie, I would say, "Let's respond because this is somebody who is trying to do a good job." But too often as a business man, as an employer, just forgetting the business I am in, all the people want, want, want. What are employers going to get back?

Angie Smith: But to get them to that point though I had to literally sit down very upset with my employer and say, "When your children were little, who was there?" "My wife was." "Did she work?" "No" "Does she work now?" "Yes." "Because now you live in this big home that you need to make this payment for; if you had small children now, and they got sick..." I had to act like a maniac for a few days in order to get this across.

Jack Brozman: They don't understand. You are right.

Dave Heling: Right, because we have been trying, too. We can all as parents go to our bosses and say, "Well I have got this problem or my day care is this expensive, etc,etc. But ultimately businesses are not going to change the way they address their employees unless they see it is to their benefit somehow. It is hard to make that case to an employer.

Jack Brozman: We do give them that information to show the benefit; we have studies.

Dave Heling: You have, but nobody is buying it. Why is that?

Jay Weidenkiller: How long did it take for health insurance? Or for women to have the right to vote? I mean we are not talking about an issue that we have been beating on for forty years.

Angie Smith: But you know what they say? You asked us for a job. We didn't ask you to come here. That is what the employers say.

Dave Heling: We are out there in this sort of real world struggle. Eighty percent of us have this problem. Why do we let it take that long?

Jay Wiedenkiller: Maybe it isn't really taking that long. I think there is an increasing awareness.

Dave Heling: The hospitals are especially good at this.

Jack Brozman: It is perfect for hospitals. They are more motivated.

Sue Vartuli: Because they see the impact.

Jack Brozman: They also have had nursing shortages, and when it hits them where they understand it, then they do something about it. The hospitals we have talked to are talking to us because they want to attract nurses. We have one in a hospital in Birmingham where they are so happy with the way it has worked out, they have other hospitals wanting to tack on the back of it.

Lois Turner: You don't know how many nurses I have spoken to in this town who have told me they have had such terrible problems with child care. Surgical nurses have had to go back to work before their children are 3 months old because they say, "If you don't come back to work, you don't have any job protection." Right here in this town.

Sue Vartuli: Lois, was that only surgical nurses or was it just in general?

Lois Turner: It just so happened that I said surgical nurses. I mentioned that because we did some interviewing at doctors' offices and health care clinics, and one of the women was a surgical nurse. She said she wanted to be part of this survey; she

said, "Let me tell you what happened to me. I am not the only one. This has happened to a lot of other women." It seems to me that the emphasis in this country in working with businesses focuses on large corporations.

Jack Brozman: It is hard to work with smaller businesses; I will tell you one of our experiences with a local hospital. I won't tell you the name because it is a good hospital. We had talked to them many years ago, and it wasn't appropriate to put the center on their site. A lot of companies are saying there is not the space; there is not the land. We said, "Okay, we will provide a referral program. We will give any of your employees a discount, and they can go to any one of our schools in the city, any one." So a year and half later their personnel officer calls me and says, "We want to do something about child care. We want to do the referral program." I looked at our roster and said, "Well, you've got it. They didn't even know they had it, and they didn't pass it along to their employees. There is a lot missing in this from the business stand point.

Jay Wiedenkiller: We are dealing with a history of non-societal involvement.

Dave Heling: Absolutely. Even anti-involvement; there is a strong feeling that this is one area we should not be involved in. Somebody mentioned the 1971 Nixon veto of The Child Development Act. Nixon said this is no matter for the federal government to be involved in. It had nothing to do with money.

Jack Brozman: Should businesses be putting in on-site centers or should they be subsidizing it with subsidy payments?

Lois Turner: I think they should start by listening. That is a big problem.

Jack Brozman: You know what is the big thing to overcome with an on-site center?

Sue Vartuli: Liability insurance.

Jack Brozman: You hit it. Because we live in a "sue-happy" world. You can talk all you want about child care but liability is a real important issue and one of the reasons people are scared to death. I would like to see a law school support a center! You can talk theoretically, but you spend a week with me in my office and you can see what it is like to live it in practical experience. You get a whole new picture.

Sue Vartuli: I want to bring up another point that I think is very important. When we went to talk with employers to list the benefits they have and the choices they have for child care, what they complained about was not that they didn't want to do something about child care but that they had other employees. Small companies argue they cannot give parents extra benefits when they have employees that do not have families perks. What they were most interested in was dependent care which also responds to elderly parents needing some kind of a care setting or the needs of handicapped children. That may be why you are running into some problems, Jack. Dependent care seems to be a better answer.

Jack Brozman: What do you mean by dependent care?

Sue Vartuli: A family package rather than only a focus on child care.

Dave Heling: It struck me downstairs that this debate could resemble what went on fifty years ago when social security was enacted in this country. Then we argued that we have a growing elderly population that is destitute or close to poverty; what can be done to ensure that those people can live their lives in relative comfort? We will do this because we think it is important for our society to do--not just because you have an elderly mother and you have an elderly father. I am paying into social security now, I have no relatives drawing on it, but it is important for our society that those people be taken care of. I suggest child care is the same thing. Even if you don't have a child, it is important for our entire society to ensure that children, whether they are mine or yours or yours down the road or my children's children, be brought up in a quality setting. Now the way they started social security was to charge you a little bit and your employer a little bit. And employers back then kicked and screamed we are a small business; we can't afford it. It will break us. We will have to fire people left, right, and center.

Jack Brozman: And all they did was raise their prices.

Dave Heling: All they did was raise prices. Now social security is an accepted part of the way we do business, and by and large, the share of income for the elderly is no longer a concern of theirs.

Jack Brozman: It is to a degree. Social security isn't strong. I don't think that mine is going to be there when I get to that age.

Lois Turner: Excuse me, but what you just said is not really true.

Care of the elderly is not what we are discussing, but care for the elderly is going to be a tremendous strain. By the year 2020, for every one person in the work force, employers will be supporting one hundred persons who are on Medicare.

Jay Wiedenkiller: Right now we care for more elderly than for children. So, in fact, it could have a negative effect on children if we are determining which population to serve.

Dave Heling: Why is it more fair to put our tax dollars into caring for the elderly than it is for my children? Why is my mom inherently more worthy of my financial tax support than my child?

Jay Wiedenkiller: Because if I have a large population of people that have no kids and I have a lot of elderly, I am going to be competing with you for that money.

Lois Turner: A hundred thousand people in this country are over the age of 100.

Dave Heling: But what I am saying is why is it so much better for our society to spend one hundred and fifty billion dollars a year for social security, and for our children, we choke on three billion dollars?

Jack Brozman: Let's face it; the government is looking at big deficits. I think when we started trying to call on companies to become involved we were just still in the recession. Child care was not a priority. They could have cared less about that. I will be real honest. We got stonewalled big time. It took us four years to get our first on-site program just because of that thought process.

Dave Heling: I guess the point I am making is that I don't think they can afford not to do something.

Jack Brozman: I agree. I don't think they can afford not to do something.

Dave Heling: I am not saying that social security is necessarily the way to go. What I am suggesting is that the only way to ensure quality is for some mechanism to be found to pay for it. And if it's out of my pocket, fine, or a menu of benefits, tax credits or a check-off system. Or how about a federal menu of benefits? You don't want to give to social security you can give to child care or something. But there must be some system to pay for child care, and it is my suggestion that the government has to lead the way to do that because on their own, businesses

will not.

Lois Turner: Not until they are told they have to.

Dave Heling: And it's not like the union movement is going to get it.

Lois Turner: I hate to throw up October 19th, but I really don't see that we are going to move in your direction after what has happened.

Dave Heling: You are right. We are in a mess with social security; we spend billions on the elderly, yet 70 dollars a week for my kids...

Angie Smith: If you are not going to take care of your babies, who is going to? You know your next door neighbor or your best friend could care less about these kids. If you are not going to do it, nobody is going to do it for you. That is why I am so involved in getting with Ford and helping these girls out on the line who have to be there 10 hours a day and cannot come off that job for a sick child or for a babysitter who is sick. But when it comes right down to it, if you don't do it yourself, nobody is going to. You have got to take care of what is going to happen to those babies.

Jack Brozman: They want you to be self-reliant. That is the whole issue in our society today.

Angie Smith: Yes. If you can't get your employer to foot part of the bill, then you are going to have to.

Sue Vartuli: There is another problem. Once a child reaches school age, parents lose interest. We have parent advocates that stay with us for maybe five years, and then we lose them.

Jack Brozman: Every body screams about infant care, then a year later they don't care...not until they get pregnant again. You know why there is a shortage in infant and toddler care?

Sue Vartuli: I do; because of the cost of care. It is unbelievable.

Jack Brozman: It is the regulation that makes the cost, and I am not for worse regulations. There are states we operate in that have a one to seven adult-child ratio for infants; we won't operate like that. We can't sleep at night doing that.

Angie Smith: That's where the parents come into it.

Jack Brozman: We have to charge a hundred and twenty dollars a week to do this if we are going to do it right. Plus, the comment downstairs that the second highest cost in child care is the high cost of food is not generally true, except for church run centers. The second highest cost is the facility.

Sue Vartuli: Utilities.

Jack Brozman: It is the facility. Just paying for the facility.

Dave Heling: What about an in-home setting?

Jack Brozman: Well, Helen Brotmarkle was talking about centers.

Dave Heling: In the in-home setting I am assuming the highest costs are labor, food, and utility bills.

Sue Vartuli: Karen, tell us about your major cost.

Karen Kennedy: It cost me $500 to start out. And the way I have it set up, I have two rooms in the basement. I use the Cognitively Oriented Curriculum. I have sand. I have water. I have art materials. I have a lot of materials. Every weekend I go out and buy more. I personally spend more on materials than I do on food.

Angie Smith: Which is what we as parents are looking for, somebody like you who is stimulating our children.

Dave Heling: Do you say to your parents, "Well, I bought all those materials; so I am going to have to charge you ten dollars more a week?"

Karen Kennedy: They don't care. I send home a sheet every day of what a child does because I am a parent, and I have been there. I know what parents want; so that is what I do. When children go home, they can't remember what they did or they can't communicate the things they have done. So I do that. I will write something they did or put down what I bought this weekend, but they don't come back and say, "Oh that is wonderful" or anything. I just spent one hundred dollars this month for a new kitchen, and that is coming out of my pocket.

This month I sent out a contract. I wouldn't do it when I first opened, but I know how parents are. They don't want to commit themselves. The main reason I didn't send it out was because I included getting paid weekly including holidays and vacations. It has taken me four months. This is the second time

I have started to send it out. I sent it out, and I compromised. I said, okay, just pay me half. I said that way you are happy and I am somewhat happy. I will compromise. I had one parent who owns four or five jewelry stores say, "You are not a corporation. You are home with your kids." I have one child in school and one in kindergarten. I said, "I am a professional. It just happens to be in my home. That is the only difference."

Angie Smith: I am with my children four and half hours in the evening, and you, as a babysitter, are with those children nine to ten hours a day. When I think about the different homes we have had our children in and I remember just a T.V., a couch, and a few little toys and a cardboard box. I would pay $50.00 more a week for an atmosphere like yours.

Dave Heling: The question is how do you insure that people like that provide the bulk of day care? Because otherwise you rely on luck.

Angie Smith: That is the parent's responsibility.

Dave Heling: What if, for example, everyone said we are not going to pay holidays, and we aren't going to pay vacations? Then the caregivers of the world will drop out and say, "The hell with it. I will do something else."

Karen Kennedy: I don't blame them.

Angie Smith: I get paid time and half when I go into work; so why shouldn't babysitters get paid for time and half? That is what I do for my caretakers.

Sue Vartuli: Child care providers. Not babysitters.

Karen Kennedy: Some people come to my home and say, "Oh. This looks easy. I think I will do this." It looks easy because I have set up a good program, and I have the background to set it up. The kids are having a good time, and they are learning. In your report this week on Tuesday night, it said 2/3 of the day care providers quit the first year because it is not easy.

Jack Brozman: It isn't easy, and I don't think that is understood by parents. Sometimes parents I talk to have complaints that I think are frivolous.

Angie Smith: Because you can handle your own children because you know how they are on the inside. But, it takes an extra amount of energy to get to know somebody else's child. My kids

are part of me, I kind of know what they are thinking before they even say anything. But with somebody else's children, you can't do that; there is not that inside type of deal that helps you realize what is going on with those kids. So I want a caregiver that I know is going to be interested enough in my child to get inside him and find out what makes him tick. And you have got to pay for that. People who are that good in their field are special kind of people. Not everybody can do what we are asking child care people to do.

Jack Brozman: In the areas where we are, we find people are willing to pay. We have good quality. If we let down on quality, they get us.

Angie Smith: And you can tell that in your children. They come home crabby.

Dave Heling: What is the average per week?

Jack Brozman: Well you have to say what age group and what program.

Dave Heling: Toddlers.

Jack Brozman: Let's just take a 3 year old needing full time care five days a week; that will range in Kansas City from $58 to $63.

Dave Heling: That is a buck an hour. I pay my babysitter more than that, and all she does is eat our food. People that are caring for kids are getting paid a buck an hour with no holidays and no health insurance.

Jack Brozman: Wait a minute, we give them health insurance. We give them holiday pay. And we give them overtime.

Dave Heling: Karen doesn't get it.

Jack Brozman: LaPetite does. I don't want to get grouped with certain practitioners.

Jay Wiedenkiller: Can the child care dilemma be solved in a capitalist fashion?

Jack Brozman: There is always an ongoing debate by people who say for- profit child care and preschools are not good. I think they are totally off base and don't understand.

Jay Wiedenkiller: You can certainly have high quality for profit.

What we like in this country is for things to work in a free market capitalist system. Can it though?

Jack Brozman: In this area?

Jay Wiedenkiller: In this country.

Jack Brozman: I don't think totally, no.

Dave Heling: You know the example of Sweden Bernice Weissbourd gave? Well, that is because the government is taking up most of the cost of things like that.

Jay Wiedenkiller: Maybe the question becomes, is there a way that we can design our system so that the government is not doing it, but they are facilitating it?

Dave Heling: Exactly, that is my point.

Jack Brozman: Not unless we get real politicians instead of guys that just want to get re-elected. We will never change.

Dave Heling: I think the politician who hits the right button can get re-elected on this issue because we are all voting on the basis of it or would be if we ever paid attention to it.

Jay Wiedenkiller: Maybe another question is: Is this country ready, perhaps in need of and maybe not ready yet, but in need of, looking at its system, its capitalist system and modifying it?

Jack Brozman: No. No.

Dave Heling: That is a tough one.

Jack Brozman: I think that is one of the problems we have here. If we are going to get into that discussion, the free market system works when it is left alone, not when there is too much regulation.

Jay Wiedenkiller: I just asked you though, and you said that wouldn't work for child care.

Jack Brozman: Not totally. I said in certain areas I think there needs to be something. I don't think I was addressing the question correctly. I am just going back to the issue of certain lower income families. That is where the government needs to direct their efforts...in subsidies and good child care.

Dave Heling: Do you think the capitalist system can solve the day care problem? Is the status quo acceptable?

Jay Wiedenkiller: No, it is not acceptable, and I am not sure it can.

Jack Brozman: Do you know why business is going to be more responsive to the private sector? Is that what you are calling the capitalist system? That business is going to have to provide more child care?

Jay Wiedenkiller: Or businesses like yours will have to stimulate more systems.

Jack Brozman: Right now there is a shortage of workers in certain age groups because of the demographics of this country. All you have to do is look at the fast food chains; you have all seen the help wanted signs. Not as much in this part of the country as other parts. I think employers need people. There is a demand to raise the benefits. I think that is happening now.

Dave Heling: As that cohort gets older and begins to have babies, that cohort of babies will be smaller, driving down the demand for child care. They will get paid worse because there will be more people out there than they need.

Jack Brozman: But it is a cyclical situation, right?

Dave Heling: I guess what I am saying is that if you depend on something like this to be integrated in society simply because of the goodwill of employers, you may be in for some trouble.

Angie Smith: It is not going to happen.

Dave Heling: It's not going to happen until either the government representing us does something about it or we representing ourselves demand it of our employers.

Lois Turner: You will have to represent yourself. I am sitting here thinking; okay, we have talked for an hour now. What have we really said that is of practical value? I always like to end with something practical... and I hear the need for communication said over and over. We need to communicate to business what the real problem is. We need to communicate to one another and to the government telling them what it is you expect of them, what you want, what you hope. That is the same with businesses, too.

Sue Vartuli: Cindy, where do you see the union in the child care

issue?

Cindy Neitfield: I think awareness is really improving. Back in '82 I went to a union meeting and said, "I am hearing all around that child care is real important.", the union members said, "It is my family, and my employer is not going to get involved in my family. I don't know what you are talking about." That is not the case any more. The same union is working with me real closely to get a child care center near our city hall. The national union is encouraging members to state what their needs are. I think before there was a real separation; "I don't want my employer involved in my family; they are involved enough in my life." But now a lot of people are saying, "It's okay to say I need help. I just can't afford it." So I think there has been a big shift.

Dave Heling: But do the labor organizations feel like this is the time in terms of their discussions with employers to raise this issue at the bargaining table? Or are they more protective of wages and job security and all that sort of meat and potatoes issues.

Jack Brozman: I think it only affects a part of the workers affected by child care; part of them aren't. That's one of the issues.

Dave Heling: We are all affected by child care. I am just wondering whether you sit down with Chrysler and say, "You know, we want to add this child care center here at the plant" and whoa! We are having to shut down plants and all that other stuff. Do you sense that labor organizations are willing to bring that up?

Cindy Neitfield: They are more willing than they ever have been. There are more women in strong union positions.

Dave Heling: What are the employers saying? Are they saying, "Look, we are just going to try."

Angie Smith: I don't think employers really get involved until the union does because the union represents the people.

Sue Vartuli: We have just finished our time. I think we need to help people be educated, as well as to think about these complex issues. Thanks to all of you.

Group 4 Participants

*Phyllis Jones: Facilitator, Head Start Director, KCMC Child Development-Corporation and president, Black Child Development Institute, Greater Kansas City Affiliate

Chere Chaney: Vice President Kansas City Coalition Labor Union Women

Andi Fishman: Director Jewish Community Center Child Development Center

H.J. George: Vice President of Special Services, St. Joseph Health Center

Marci Kirkpatrick: President, In the Company of Children

Sue Russell: Regional Coordinator, Missouri Parents as Teachers Program

Deborah Schaeffer: Owns Home Business and parent

Lisa Thompson: Director of Daybridge Learning Center

Beverly Watson: Family Child Care Provider

Phyllis Jones: I am Headstart Director for K.C.M.C. Child Development Corporation. We are the grantee for three programs. The Headstart program serves 1127 children in Clay, Platte, and Jackson Counties. We also monitor the child care food program in family day care homes and in some centers. We also have day care in two locations. One of the speakers today, Mrs. Eason, spoke about Goppert Center which is one of our programs.

I have two daughters, one is twenty and the other is thirteen. I often tell people they know more about early childhood than I do, and they certainly use it on me, regularly! It is a pleasure to be here as a parent, as an employer and, I suppose, as an advocate for early childhood. I am hoping we can share our perspectives today as we go through some of the questions we answered for Stacie.

One question that jumps out at me is number two. It really addresses child care as being a vast issue: identify what you believe are the three most significant issues in child care. If anyone is willing to start on that one, we would appreciate it.

Deborah Schaeffer: I would like to jump in and speak about the poor working American; I feel as if I fall in that particular area. My husband has had just one job jeopardy after another. Either the company has folded on him or he has been laid off or on strike. When you are in the poor working class as we are, I could not afford to go to work when my children were very small and not in school and help my husband through that trying time. I called about child care, but it took every dime I was going to make. So it really helped if I stayed at home. My mother seemed to think that I needed some time away from the children, at least a couple of hours a week, but I didn't have any money to provide for myself to be away. So she would give me six dollars a week to go bowling. I put my children in a bowling alley nursery which turned out to be a horrendous experience for us because my daughter was sexually molested at the bowling alley nursery for the first three years of her life. So you see child care is not just home care or within the business structure. We are talking about the need for licensing churches and bowling alley nurseries, and this is where I become the advocate. This is why I am wanting to change my talents and move in a different direction. I am mad.

Chere Chaney: I think one of our primary issues right now is latch key children. Both of my children are grown, but I do remember back when they were at the awkward age where, back in the dark ages where I came from, there were not all the public and private child care facilities. So we had in home babysitters.

I feel like today with the drug war the way it is and unemployment skyrocketing, our children are really stuck, and a lot of them are stuck in latch key care. I think we need a lot of public education for that problem.

Lisa Thompson: I currently direct a Daybridge Learning Center in Overland Park. I have been there for three years. I have also recently seen the child care issue from a parent's point of view. I have a six month old daughter who has been in child care since she was six weeks old when I went back to work. I am also starting to look at child care from a different point of view because I have recently quit my job and am looking for something else. I am going to be out in the world looking for child care because child care was part of my job benefits.

As I thought of the three issues, the first three I thought of was quality of service, quantity of service, and then child care as a profession. I think these three issues are so inter-related. I have struggled as a director to provide quality service. I could relate to Helen's discussion of feeling so frustrated listening to all those people calling you for care: "But I need care by Monday. I have got this job, and I don't have anywhere for my child. Please can't you take her in?" They can't believe that you cannot take care of just one more child. They probably would not want you to take care of all the children people want you to take care of. So I see the need for both quality and quantity.

I also know as a professional I have suffered through feeling underpaid for my work and as an employer I feel really guilty about somebody coming in with these wonderful qualifications and, oh, I would love to have them in the center, and then offering them piddly amounts of money to come work for me, knowing they have children and need to pay for their care, too. I feel that guilt as an employer.

I also see it from the corporate point of view. Daybridge is a large for-profit company; so I think a lot of times parents, people from the community, anybody who doesn't know the intricacies of day care looks at that and say, "Well, those companies are making all that money; why don't they pay their staff more? My gosh, there is such a need for day care, they have got to be raking in the bucks." Well, yes, there is a need for day care; but you have to be able to charge what people can afford, and it is an expensive business. I see my budget, and I have talked with the company president and the people who are responsible for the finances. They have told me that the return ARA Services (who own Daybridge) receives on their dollars is just a little bit more than they could get if they invested in a

very safe saving account or something else that has very little risk to it. So I know it is not just a matter of people who are providing services to children to say "Well, we need to pay these people more." This is a real frustration to me. I think these issues are so interrelated that it is real hard to sort it out and figure out what the answers are. But I am glad to see groups like this trying because there has to be somewhere to start chipping away at that problem.

Andi Fishman: I am the director of the Jewish Community Center Child Development Center. I have been the director for three and half years. I taught there as a teacher for three years before that; so I have been involved with the JCC for about six and a half years. I am currently nearing completion of my master's in early childhood here at U.M.K.C. I run a center with about thirty staff, and I have about 150 children that come through our doors in the course of a week. We are a 12 month center, and most of my staff work five days a week for 12 months. I am single, and I don't know if I were married if I could work 10 hours days and go home to a family; so, in that respect, I feel lucky I can go home to my cats and do what I wish. But over the past three and a half years as a director, I have become painfully involved, extremely enthusiastic, and crucially aware of how important child care is. My three issues like Lisa include the quality of care and the lack of respect for early childhood professionals, in general, and even the lack of respect for the young child. One of the biggest light bulbs that went off in my mind was when I realized even my finest teachers were not as respectful as I would like them to be to young children, their not realizing children are human beings just like the rest of us.

Another concern is about licensing. In my particular situation, we are a non-profit organization. Our services are specifically for the Jewish community although it is open to the non-Jewish community as well. But we find that the other Jewish preschools in the community, especially if they are in Missouri (we are in Kansas) do not have to be licensed. Therefore, they are able to advertise unlimited space. They may be able to charge less money, and I find it very frustrating as a director when I have parents come to me and say, "How come I pay $10.00 there and I pay $22.00 here?" And my staff is probably not paid any more than their staff. I find that very frustrating. I wish the licensing issue would be overall. I think it would be much more--I don't want to say, fair. Life isn't fair--but it would at least help, I think, with the kind of quality care that we all need, and want, and ask for.

Marci Kirkpatrick: I am going to talk just a little bit about

affordability and the frustration I face with that issue all the time. First, from the parent's perspective, one of the main reasons I got into day care in the first place was that when I looked at what it would cost me to put my two boys into day care and tried to find a place that would be appropriate for them, I found that I would be spending $100-$150 a week for care and even though I was a teacher making a teacher's salary; that left very little for me to take home at the end of the month. So I decided to quit my job and open a day care facility which I owned and operated for about 5 years. One of my fringe benefits was my children went to day care for free; so I could afford to have another one. So I ended up with three children in day care. As a parent, when other parents would come to me in great frustration and say, "You know, I would really like to bring my children here, but I just I can't afford it" or, whenever I would raise tuition, parents would come in and say, "Listen, my husband was laid off last week, and we won't be able to pay you for the next two months, three months, whatever," my heart would just die. I would feel so badly for them because I knew that except for the grace of God there go I. The reason I was able to do what I was doing was because my child care was paid for. So I quit again and attempted to reach out to the corporate arena as a consultant to try to convince them that it was definitely in their best interest to assist in paying for childcare. I have been in this field for almost four years and have just opened up our first employer-supported day care center.

Many corporations have to look at every project they do on a cost-benefit analysis basis; they have a very difficult time seeing the long range return vs the short range output of money. So, it has been somewhat discouraging from time to time to continue to press into this arena as a professional, as a parent, and as the owner of a small business who not only offers day care to herself but also to her employees as a paid benefit--often times at the expense of that position being open to someone else who would pay for it. So I think the affordability issue is one that is very complex. I also cringe because I cannot pay my helpers more than $4.00 an hour; I know they are worth four times that. I cringe because, as a parent, I know the prices we charge are seemingly outrageous. Yet to be able to provide any level of quality, it is necessary to charge those prices. As a consultant, I die because the argument for cost-benefit analysis is more long range than it is short range and therefore throws up a lot of road blocks to potential partners in developing solutions. I have become really frustrated and discouraged quite often at attempting to develop solutions for our children and making sure they are guaranteed some level of quality in the care they are given throughout the day.

Phyllis Jones: I think you have addressed the fifth question on the questionnaire: What do you see as the major responsibility of the groups listed below in addressing these needs? What progress do you think you are making in this area and how can we encourage business to become involved?

Marci Kirkpatrick: The progress being made is partly due to the media attention this issue receives. I think a lot of times the progress made in child care correlates directly to the kind of attention given the issue at a particular time. For example, when the press and media talk a great deal about the kind of abuse that supposedly goes on in day care whether that be home day care, center day care or whatever, then you find insurance prices rising so much that there are lots of providers who must shut their front door and take off the shingles and that's the end of being able to provide day care of any quality. That has a tremendous effect on us. At this time, we are fortunate to be on the positive end of media attention and, in response to that media attention over the past month or so, our office has gotten lots more calls.

Phyllis Jones: In terms of what?

Marci Kirkpatrick: People are seeking information, advice, and assistance, but they are not yet ready to settle down and make any great commitment. They still want to talk some more and, as a consultant, I spend a lot of my time talking for free. I don't mind that. It is part of the commitment I have made, and, yet, you can't continue to spend four hours a day doing that if you have any interest in really getting something done. I believe we are going to have to develop a lot more partnerships. I think the center we opened up in October is a live demonstration. The employer put out X amount of dollars which was not difficult for him. The company that came in to provide the service put out X amount of dollars which was not uncomfortable for them. The parents are also picking up their part, and we hope to maintain a not-for-profit status so we can get some kinds of assistance and reimbursement from the government. But only because all four of these components were able to come together was this center able to come into being. If we had gone to the employer and said, "It is going to cost $25,000, and you are going to have to contribute the $25,000, he would have shut the door. Instead we asked for $10,000, and we agreed to pay $15,000, to sign a management contract so he would not have to ever worry about it, and to take care of liability insurance. He said, "Okay", and we filed papers as a not-for-profit and hope at some time to be able to do Title XX and get some reimbursement back for food so that more money is available to us to spend on our employees and rent as the cost of space will definitely go up. So I feel like our

major objective is to seek opportunities for developing more and deeper partnerships within our own community and then reaching out to other communities as well. I mean there is a wealth of talent here. We just need to learn to share it and then to pay for it as well.

Chere Chaney: Marci, would you give the name of the company with whom you have this partnership?

Marci Kirkpatrick: It was Heritage Village Residential Care Facility in Gladstone.

Beverly Watson: I am a day care proprietor. It has been a very successful business for me. I am a mother of four daughters. My youngest is 19, the oldest is 27, and I am also a grandmother. I have one grandbaby that is four years old. I have been thinking very seriously about expanding some-what in the day care field. I love it very much. I think there is a great need for quality day care. I have been thinking a lot about opening a center: I would have to be my own administrator so that means I have to go back to school, and I am thinking very much about doing that this semester coming up.

The thing that bothers me with day care is that I have been licensed for twenty years. The lower level of my home is nothing but day care. I have spent an awful lot of money to set up my facilities. They are very nice. I have all types of equipment for the children. All this costs money. I live at 6031 Swope Parkway which some people may consider in the middle of the ghetto. The people I serve cannot afford to pay me as maybe the people can in other parts of the city. As someone stated downstairs, these children still deserve quality care. But, with 20 years of experience, the state still pays me $7.15 for a child over two, $8.15 per day for a child less than two. We got a $0.15 raise. It seems as if quality is stunted because you are licensed for only 10 children. You can go down tomorrow, this person sitting over here, and get a licence for 10 children. You couldn't possibly be as good as I am because you don't have the experience I have; so what is that going to do to me? I could raise my prices, but I feel that people receiving assistance would not be getting any help if they could really afford to pay for day care. So what good would it do for me to say, "You owe me ten dollars a week?" I would feel as if I am stealing because they really do not have that ten dollars a week.

I just feel licensing needs to be set up differently. I feel that if I have space and the adequate supplies, I should be able, with the help of an assistant to keep a few more children and be

able to have something better to offer. This leads into the question of, "Why is there so much child abuse going on"? Because people are forced to take their children places where there is not quality care, and they will never get quality care there. All providers have the same status. They have the same privileges and benefits as I do. I really feel your experience should work for you; no one stays on the same level. Everybody should get promotions in some way.

Deborah Schaffer: We take cars off the highway if they are not licensed properly, don't we? Don't we take better care of our automobiles than we do our children?

Phyllis Jones: Beverly, are you saying that licensing is a problem for you in that they do not give you recognition for all your experience?

Beverly Watson: I am saying I feel that when you have experience--we are talking about home day care--you are so limited to the number of children you may keep and that limits the amount of money you are going to make and, some way, that has to be made up. Or we need a raise, if you still want quality care; then someone is going to have to give something to get it, and if the parents cannot afford to pay it, then what?

Andi Fishman: Beverly, I want to make sure I understand, too. Regarding your license, are you saying that because you cannot have more children, you cannot make more money?

Beverly Watson: For some providers, providing child care is their only source of income. If you take your child there, you are not going to get much because no one is paying the provider much in some areas. It may not be that way because a person is married and has other income coming in. So maybe in my situation it is not just so very important because my income does not determine whether I am going to be able to meet my bills or whatever. But for some people, it really is. When people just do things because, "Well this is the only thing I can do or all I feel like I can do is day care," then they really do not want to take care of children, It is just a way they have to make money. So you are not going to get quality care. Something has to be done. The standards of being a day care provider have to be raised so you can't just go over and say, "I am going to keep children" and automatically receive a license. Either the standards are going to have to be raised or the pay.

Lisa Thompson: Perhaps the issue is not the number of children a provider can take care for but that the amount of reimbursement

is inadequate to provide quality. Beverly has made a choice to serve children whose parents cannot afford day care but she receives no reimbursement for improving her quality of care, or for her years of experience and education.

H.S George: I am a vice-president of St. Joseph's Health Center. I am new to Kansas City. I have been here approximately three months; the child development center is one of the areas I am presently working with. We have somewhat of a dilemma over at St. Joseph: our child development center is located off-campus and the building they are currently located in is being sold. We have about a year and half, maybe two years, to relocate our child development center. I am proud to say that I have three young boys, and two of our three have been in child development centers.

Our child development center has been in existence for ten years, and we have been losing in the six figures every year. As an employer, we look at this service as a benefit to approximately 15% of our employees. That 15% is from the non-professional categories and, as a necessity, we need to keep our child development center open. As an employer, we are looking at other avenues of how to keep the child development center in operation without losing six figures. In conjunction with other organizations in the community, we have to be very innovative. As hospitals, we are looking at it as teaming up, not only the child development centers, but with other revenue producing outpatient services, which this is in my view point. Child care is an outpatient service. So I say we have to become very innovative, and we rely on people as yourselves to give us insight into these areas.

Phyllis Jones: I think another issue has to be with our legislators. They are the ones who look at the law. We have to learn how to impact that system as well as help parents become more knowledgeable about the issues. Parents want a quality place for their children, but providers also have to be able to make a living. I just want to mention that Senator Curls is going to introduce child care legislation in the state of Missouri. Those of us who live in Jackson County need to address our needs to him.

Beverly Watson: Another reason I am very concerned about the situation is because I feel I work very hard to be good, to provide excellent care for children. But, every time something happens, it reflects on me. That is why I have been on this quality campaign. If the home day care providers do not give good, quality care, that reflects on me.

Phyllis Jones: I think we need to talk to Kathy Smith because most providers don't say they make over $30,000 a year. I don't know whether that is after expenses but I think if she is making $30,000, we certainly need to find out how she is doing it.

Beverly Watson: It has to be in the number of children she is keeping if she is charging between $45 and $50 a week. I try to stay within the state-set scale. If I told someone I was going to charge them $50 a week they would probably...

Phyllis Jones: You would not have them at your door is what you wouldn't have, Beverly!

H.S. George: Child care is unlike any other thing. You cannot say the more expensive it is, the better it is. It is not always better.

Participants: Exactly.

Marci Kirkpatrick: Let me piggy back on those comments. The child care arena needs to be more innovative. I think diversity is definitely necessary. If we are going to keep our doors open and provide quality care, we are going to have to look at doing more than day care; we need to look at what other kinds of things we can be involved in at the same time, that will contribute to the quality we are offering and additionally bring in some other dollars to make up for those being lost in providing day care.

H.S. George: From an employer's viewpoint, you are describing a joint venture, As an employer, you cannot afford just child development alone because of the small percentage of employees you have: it is just not feasible. That is why employers are looking at cafeteria plans. Joint venturing is definitely an option.

Beverly Watson: Speaking as a home day care provider, our jobs have been so isolated it will take incredible effort just to get providers to come out of the closet, to want to bind together, to really do anything. That is probably a ten year struggle; I will be retired!

Lisa Thompson: I think one of the keys is parent education. Dave Heling, from Channel 4, said this too; his wife didn't feel she should have to pay for the holiday. People need to be educated that child care providers are professionals. Child care is her job, and parents should be paying her for a vacation and holidays, paying a market rate for child care and not saying you can get by with a little bit. Family home providers are professionals; I think they need to think of themselves as

professionals and feel fair about charging a competitive rate and charging for holidays and vacation days.

Phyllis Jones: I think it is one thing to talk about fairness, but it is another issue to say, "This is what it costs," and be able to get that amount.

Sue Russell: My experiences with day care are very limited, but coming from a world of voluntarism, I am wondering if you have tapped into volunteers?

Phyllis Jones: Beverly, do you want to speak to that?

Beverly Watson: I haven't tried that. However, if I am going to have anyone come in, I want them to be full of energy and most people that are full of energy have to be paid. If there were a program where students came into the home, for example,that would be great because you would get quality. Other than that, I really can't see anybody coming and working for free.

H.S. George: I have the opportunity of working with our auxiliary department of volunteers at St. Joseph, and I am proud to say we have 950 volunteers at the institution, and they are the most active group you could ever imagine. I wish I could keep up with them.

Chere Chaney: No disrespect, but not for child care. These are older people who are retired. Quite frankly, I am of the age now where my patience would be limited with very small children on a regular basis.

H.S. George: I meant from a view point of a couple of hours a week, not on a day-to-day basis. We couldn't expect a volunteer to come in on a day-to- day basis.

Sue Russell: But you could expect it on a weekly basis.

H.S. George: Yeah, for a couple of hours.

Phyllis Jones: I guess I would like to address this issue because Headstart funding is based on a portion of our funds coming through voluntarism, either volunteering in the classroom or providing donations. I have seem voluntarism change over the years. There was a time when we got community volunteers who came from the big churches and from the suburban areas who wanted to come and provide some volunteer time for Headstart programs. We don't see those kinds of volunteers any more. That very same group is now out there working and looking for the

same kind of services our children are getting. We are required to have volunteers in the classroom, but they are generally the parents of our children. Even that number is going down because they are working. So voluntarism is a real issue for programs, especially for ours, because we are mandated to utilize volunteers as part of our receiving federal dollars. The other thing is, volunteers for young children have to offer some consistency. Volunteers may be interested in certain kinds of jobs in our society, but getting them to come consistently so children can get to know them and feel they are part of a supportive team would be a problem.

Lisa Thompson: I think your points are valid. There can be a place for volunteers in centers but as an employer and a director of a center, I have had some bad experiences with volunteers. People tend to volunteer for child care thinking anybody can take care of kids. Supervision of volunteers is a real issue--in addition to the children's need for consistency. Plus, people who work with children need to have skills.

Phyllis Jones: The other part that we do is identify someone who specifically works with volunteers and provides them with a job description, of what is expected. But volunteers just don't offer us the continuity we need to have for children.

Marci Kirkpatrick: One of the reasons we are housed in a residential care facility is because we have the potential to draw from residents as volunteers, but we do not use them as substitutes. In other words, they are not there in lieu of someone else whom we might pay. They are there to enhance the program we have by providing an extra pair of hands and reducing the adult-child ratio so the children can receive more attention than they otherwise would. We are hoping to build in this kind of voluntarism from a population that is available to provide that kind of service. Otherwise, I would agree that many of our old time volunteers are now new time employees, and they are out making a lot more than volunteer wages.

Chere Chaney: I would like to say something to Beverly again. I work at a large corporation and have a lot of friends who are living in the inter-city. They have sisters, aunts, and brothers, etc. working at jobs that make a lot less money than I do; thank God, I am still working, with union wages I might add. So I can really hear what you are saying; your chances for advancement are very limited. I am not singling out the home provider from Blue Springs, but she is probably making that much money. I just figured it up a while ago; if she has ten children at 55 bucks a hit, she has about $28,600 a year coming in and is still within

licensing limits. The only way you guys will be able to up your prices or expect more subsidies from the government is to collectively get together, and you can do that.

Marci Kirkpatrick: You say she could bring in $28,000, but you are not counting what is going out of that. Food for the children is going out on a daily plus some kind of cost for utilities and telephone equipment, insurance, etc.

Phyllis Jones: An issue related to partnerships and voluntarism is liability for child care programs. We were going to do a collaborative effort with Swope Park Nursing Home. We thought of all the ways people who were mobile, had lots of vitality, and were interested in volunteering with young children could work in our program. We were so excited about doing this venture, but when it came down to putting a facility in Swope Park Nursing Home, it all revolved around not being able to get insurance. Insurance is exorbitant, and it is really unfair because the cost has all been built around the issue of child abuse and neglect. Yet when they actually investigated the issue, they found most abuse does not occur in child care programs. It occurs in the home.

Beverly Watson: Let's look at this another way. I am comfortable; I am one person. But the bottom line is quality of day care in our community. What are we going to do about it? It comes right back to upgrading.

Deborah Schaeffer: How do you upgrade? By knowledge. How do you get the knowledge? You have to be taught. Where are you going to be taught? You know something really exciting is happening north of the river at Oak Park High School. They have initiated a program where mothers sign up first come, first serve basis. I believe they take 30 children a semester. It is an on-going thing, and you don't know if you will get in two consecutive semesters or not. They have a home economics teacher who teaches the children and all the young people are there to learn the process of child care and about children. I think this is where it has got to start. We have to start with our young people.

Phyllis Jones: We have about two remaining minutes; I wonder if we could go around the room and share our answers to the sixth question: Who do you think should pay for increasing the availability and quality of child care?

Marci Kirkpatrick: I think because people are the resources on which this country depends that all factions of our society are

responsible for assisting in the overall process of offering high quality child care to all children.

Deborah Schaeffer: It seems as though the bottom line would be federal and state assistance. It reminds me of my mother-in-law, asking, "Did you vote today?" And I will say, "Well, haven't gotten around to it. I will be voting in a little while. Have you?" And she will say "Oh, any time I can vote, I am there." I think we have got to change thinking in our society.

Sue Russell: Private money sounds wonderful, but we all know private money can only last a short time. So we must rely on the federal government and the state government to help us out. It is everyone's responsibility.

Chere Chaney: I most definitely agree with the importance of federal and state government money. It seems horrible to me that we can spend as much as we do on atom bombs and military expenses, and we cannot care for our children who are our future. People who do not have children sometimes forget that they were children and are reluctant to voluntarily cough up some money. We must all come in and force our legislators into those kinds of concerns.

Lisa Thompson: I agree with Marci. I think it has to come from everywhere. I think parents need to make a commitment to quality child care and what they need to pay for it. It needs to be a large item in the budget, and parents have to feel good about that. I also think the federal government needs to put some money into it. I think employers need to put some money into it even if they are losing six figures a year. How much do you pay out in medical insurance for your employees? That is something you pay out as a benefit and don't get an immediate return on except as a benefit. I think employers need to realize it is okay to put out money and not get an immediate financial return. I think taxpayers in general, every citizen living in the United States, needs to realize that even though they don't have children, it is an important issue that is going to affect the country; we all need to bear some kind of responsibility.

Beverly Watson: I believe that it is everyone's responsibility. Our children are our future. The children of today will be making decisions of what will be happening to us as we grow older. I feel everyone that lives in the United States should play a part for a better tomorrow.

H.S. George: I firmly believe it should be the employer and the parents, with assistance from the state and federal government, as

long as you can cut through the red tape.

Andi Fishman: I feel with everyone else that the federal and state governments are going to have to help with this. I also think it is our job as early childhood providers to help parents understand we need advocates. We need their voting support. I think it is everyone's responsibility to see to it that our children are properly cared for.

Phyllis Jones: I agree with all of you. I would just like to thank you for participating this afternoon. I think we have accomplished Stacie's two specific goals: bringing together a diverse group and promoting communication. Thank you.

Group 5 Participants

*Noralee Faulkner, Facilitator, Regional Supervisor Day Care Licensing, Missouri Department of Social Services

Bill Berkeley, Vice-president, Tension Envelopes, and President, Kansas City Consensus

Sandra Bowlby, Child Care representative, Coalition of Labor Union Women, Kansas City section

Dalene Bradford, Vice-president Greater Kansas City Community Foundation and Affiliated Trusts

Deb Glander, Resource and referral coordinator, Heart of America Family Services

Moira Havach, employee of Hallmark & parent

Oneida Hurse, Director, Y.W.C.A. Infant-Toddler Program

Ludora Preciphs, Director, Linwood Early Childhood Education Center

Kathy Smith, Family Child Care Provider and President, Blue Springs Child Care Association

Noralee Faulkner: The first person I think might want to share some perspective on these issues is Sandra Bowlby. Sandra, do you want to say a little about your affiliation and some perspective that you might have on the subject?

Sandra Bowlby: I am here today as a representative of a group that is called the Coalition of Labor Union Women. I work for Service Employees International Union Local #96. I am actually a business agent. I am not a parent myself, but I think a lot about being a parent and some of the difficulties that are involved in that. I see a lot of women at work and their struggles to both work and raise a family. The Coalition of Labor Union Women is very interested in getting some kind of nation wide child care policy in the United States. There is that marvelous example in Sweden of accessible, affordable child care. I think that is important in the United States as well, but we have a lot of networking to do to get there. The key issues I see are availability of child care and its cost.

Noralee Faulkner: Sandra, do you have any suggestions as to how your union might play a role in this?

Sandra Bowlby: At this point in the Kansas City area, the Coalition of Labor Union Women is interested in working with passing the Family Medical Leave Act as a beginning point for employers to provide some unpaid leave and allowing employees to take time off their jobs for either the birth or adoption of a child or a severe illness in the family and then to come back to work. It is a basic starting point. Nationally, service employees get involved with bargaining for child care. We feel that the larger employers have a responsibility to provide some kind of child care services whether it actually be an on-site center which has been the topic of negotiations in California with the Kaiser Medical group or some kind of reimbursement or cafeteria plan. The union as a whole gets involved in a variety of those options. In Kansas City, we don't have anything like that on the table now, but that is a possibility.

Noralee Faulkner: We have a representative here from Hallmark. Would you like to share any perspective from the stand point of Hallmark employees?

Moira Havach: I have a 10 month old daughter and no extended family in Kansas City on whom I can rely for day care for my daughter. I feel fortunate I work for Hallmark; they are in the beginning stages of trying to address the needs of child care for their employees. They are at the referral level; they have gone through Heart of America Family Services which gives us an

opportunity to get into the child care network. Personally, I don't feel I was as educated as I needed to be to face this dilemma, and it is a dilemma. Although we have the help of Family Services, I think there is also a lot of self educating that parents need to do. I had a fairly lengthy leave by national standards--six weeks medical leave after the birth of my child and the option of four weeks unpaid leave after that. So I had some time to look for child care. I didn't feel I was as educated as I needed to be. I didn't know the questions to ask. I didn't know what I needed to do. The brochures that Family Services sent me were helpful, but I still had to do a lot of looking and a lot of reading on my own to find care. I have had two different babysitters in the last ten months. One woman lasted four months when she decided to leave town although she hasn't left town, so I am thinking that maybe she just wanted to get out of it completely. Now I use a family care situation that is over in the east end since I am a Missouri resident, and that has worked out very well. I hope it lasts forever but that security is a tenuous thing.

I feel a major issue that remains for us is a complete match between providers and children. I have heard a lot about parents not knowing whether this is the right situation for their child, and providers having children in their care who they can work with plus feel comfortable with their parents. It is a very close relationship. I don't think people realize that child care is not a gas station where somebody is putting gas in your car. It is really more like a social service at the family level. I feel the education of the parents and providers is very important. Parents need to know what to look for, questions to ask, and the problems they should be looking for. Providers also need to be educated, but a lot of them aren't educating themselves well. A great deal of them have families; they have life experience, but they need help organizationally. I also think we need a strong network to facilitate the points that I have talked about. I think this is a beginning, but we have along way to go.

Noralee Faulkner: I am not going to ask all the questions, but what would you do in retrospect to have prepared yourself better for all of this? How early should people be starting in our society to think about planning these kinds of things?

Moira Havach: When you get pregnant, I think. Having a baby is a full time job, and the emotions you experience with new parenthood is not the time to be looking at something that is so important.

Deb Glander: At Hallmark, they have a series of questions that

were developed by the March of Dimes. They began with what you should know as you think about having your child and what you should be concerned about. The March of Dimes emphasis is preparing yourself and your body, etc. for becoming pregnant, but the topic that came up at a very initial meeting with parents was the issue of child care. So with preplanning, I think people are realizing this is an issue.

Noralee Faulkner: Oneida, I know the Y.W.C.A. has worked with adolescent parents, very young parents who haven't planned too far ahead. Is it too soon to start talking about this as an issue at the junior high age?

Oneida Hurse: I don't think so. They need to know what is going on because, unfortunately, we have parents at that age.

Noralee Faulkner: What kinds of things can you start talking to adolescents about?

Kathy Smith: I don't know about that, but I think parents should be asking "Do we really want children because we want them or because we can say we have them?" I often find that parents think it is nice to say they have children, but then they put them on the door step, and the caregiver has everything else to take care of. I have even gone as far as going to school to talk over school problems because parents come and say, "Oh, I don't have the time" or "Kathy, can you handle this for me?" I even had one child in my care transferred to another classroom; he was fine at my house, but he would say, "I am so unhappy." After talking with the mother about this, she finally said, "Kathy, I just don't have the time, can you go to the school?" So I went to the school with the parent's permission. This is part of what I offer to my parents if they need it, but really, shouldn't the parents have done this? Isn't it sad that she didn't care enough to make time? I really like the mother; she is very professional, but I think she had the child because she wanted to say, "I have a child." I think people should have children because they want them and not because they are a status symbol.

Noralee Faulkner: Is it possible we are not doing a good job in helping adolescents understand what the responsibility really entails?

Moira Havach: I think they need to understand what having a child really means, what their responsibilities are, and that the child needs to have parenting.

Ludora Preciphs: I think it even starts before the teen years. I

think girls 9-10 years should be informed. Many times parents do not have the time, but sometimes by the teen years, it is too late to start talking about responsibilities for child rearing.

Noralee Faulkner: Now, there is something else I am wondering about. I guess I am more of a practical person thinking of dollars and cents here because day care is a costly venture. When thinking about a budget, we talk about food being a pretty big item for a family; housing is another pretty big item; transportation is a big item. If you are lucky, you have something left to buy some clothes. Those have always been the three big items, but now there has to be another big item in the budget.

Moira Havach: And that is child care.

Noralee Faulkner: What do you hear from providers and parents, Ludora?

Ludora Preciphs: "I can't afford this," and then they say, "Well, I will find another provider and see if they are cheaper. I can't afford this." Many times they will go to another provider and then come back to us, and I say "You can't afford this." Sometimes they can afford it, but they are just bargaining.

Oneida Hurse: As a parent affordability is a real problem for me because I have a handicapped child whose needs are really not addressed at all. There are not a lot of good programs. There are some good ones, but their cost is so high. My daughter goes to St. Luke's Developmental Preschool for 2 1/2 hours a day, four days a week, and it costs $100.00 a week. At this point, Laura is not insured. They have their program set up so it reflects medical cost and if parents have insurance, it is able to pick it up. But if you don't have insurance, what are you going to do? Luckily, because my husband is currently not employed, we qualify for Medicaid and that will help with some of the cost. The problem is, if you are a family with more than one handicapped child, and you don't have any medical, and then both the husband and wife start to work you exceed the guidelines. You become one of those people who don't meet the guideline, but you can't afford $100.00 a week. Plus, if you have an infant, too, what are you going to do? It is outrageous. Today, I had to find another sitter for Laura after the 2 1/2 hours is over plus the transportation to take her back and forth or whatever. I was just glad I was insured to do that, but if I decide next year I want her to attend school more than 2 1/2 hours a day and go into day care, someone has to train the staff to be able to work with her gastric tube.

Kathy Smith: I am busting; can I say something here? This is what is so exciting about our Association because we search out people who are not licensed. We have a provider that is degreed in speech therapy. We have someone who watches children with Down's Syndrome who charges $55.00 a week, full time. There are resources out there that can be tapped if you call people and are not afraid of these licensing laws. We have other women, like nurses who want to stay home with their kids but need a salary. And they have become family day care providers.

Oh, also, if I can say just one more thing; I don't have too much trouble with parents saying my cost is too high for them, and I charge $45 a week. I take 4-12 year olds. But a lot of people in our association charge $55 a week for infants, and some say that is too high. But if you stop and think, that is only $1.10 a day. Can caregivers work for that? I only get $.90 cents an hour. Child care is very cheap.

Ludora Preciphs: I do not come down in price because we are giving quality care, and I know what it costs to provide a wholesome breakfast, lunch, and snack.

Kathy Smith: I estimate my preschool program including food, taxes, insurance and everything costs me $30.00 out of the $45.00. I said how much I made earlier but that was before deductions.

Deb Glander: I want to emphasize Moira's point regarding parent education. I think providers are able to break their cost down and should share with parents where their day care dollars are going. I think that would help parents understand the cost.

Ludora Preciphs: I have a concern; we have parents who have been certified for Title XX monies or state supplemental funds, and if they make a dollar or two over the income limit, the supports are terminated. It is hard to pay $10.00 and then overnight have to pay $45.00. I feel there should be some way for parents to gradually increase their payments from $10.00 to $45.00.

Noralee Faulkner: What would you suggest Ludora? What do you think would work?

Ludora Preciphs: I don't know.

Dalene Bradford: I am not involved in this directly, but you are talking about a gradual increase. It could be done on a sliding scale.

Ludora Preciphs: We have been able to do it a little by getting some funding from the state; we work out a sliding scale, with slight increases. It is very hard to go from $10.00 when you only have a one dollar raise; they drop you even if you have as much as $.12 over.

Noralee Faulkner: Ludora, for purposes of this dialogue, what happens to clients when they cannot pay the full amount?

Ludora Preciphs: If they can't pay the full amount, they either have to stop working and get on welfare or get a neighbor or someone in the family. Then you are courting child abuse because the neighbor or aunt didn't really want to be bothered in the first place.

Kathy Smith: I would like to interject something. In our area, when we get calls for taking care of children on subsidized care, a lot of our providers won't even talk to them because most of us live on budgets from week to week, and these checks come in four weeks after you start watching the child. I am sorry, but it rubs off. You look at that child and you think, "You are the only one who hasn't paid this week." A child shouldn't have to be subjected to that.

Noralee Faulkner: I think as an employee of the Division of Family Services who pays for subsidized child care in these cases that what we are really hearing is that there are certain parts of the city where we are not finding many fee paying clients; providers in those areas are almost totally reliant upon the subsidized child for their day care enrollment. Whereas in the Blue Springs area, in the suburban areas surrounding the city, there are so many fee paying clients that those providers frequently do not find room for a subsidized child because of the inconveniences with the cash flow created with the way payment is made.

Oneida Hurse: At the "Y" we have five sites and different rates at the different locations. At one location we have more of an inter-city client, and at another site, we have a downtown client. We don't take as many DFS kids in the infant and toddler or preschool programs because we charge $80.00 for infant and toddler care. That's really not much, but DFS only pays $40.00 a week, and parents would be responsible for paying the balance. A lot of parents can't pay the difference because they are still trying to find a job, and they just don't have the money. We have to turn a lot of them down simply because we can't absorb the loss.

Dalene Bradford: This is my personal interest as a mother of a 9 year old; we tend to talk in terms of child care as preschool for young children. There is a growing need for supervision for school-age children under the age of 12. Our foundation is interested in looking at creative new approaches to providing networking information about after-school care in a school district.

Kathy Smith: With networking you can find the exact provider you need who is willing to work with your child's needs such as homework, creative arts, or being able to curl up in the corner with a pillow or my puppy dog. Dalene, I think that kind of networking would be possible in the school district.

The school sends out calls out all the time; they really can't handle it. If people are having monthly meetings, getting to know each other, and are visiting each other's homes, it is sort of like mini-licensing. We know these people aren't getting a license for one reason or another. We go into their homes. Is it clean? Do they have enough supplies? What you should do is train us. I know what licensing expects of me; so I go sort of with those guidelines with one exception. I don't put a limit on the number of children I watch. I know how many I can watch.

I want to be the best I can be. I am proud of what I do. I am not the bimbo down the street. I am the person that is raising this nation's kids and, by gosh, I want some respect.

Ludora Preciphs: A school-age program started in the Kansas City, Missouri public school district in the early '70s. I was the center director at Linwood School then, and I had a parent ask me one day, "What is going to happen to my child after five years of age? You don't have any program." I called the director, and I said, "I have parents who are asking what is going to happen to our children; I think we need to think about before-and after-school." I had a director who thought like I did. So we got with the people of the school district, and we started a pilot program at Linwood school. It was the school-agers that really carried us over; we had two schools, and we did such a fantastic job that Mildred Winters came from the state department and did a document. We had tutors and special programs. You have to have special persons to work with those aged children.

Moira Havach: The question is whether the provider is aware of her limitations. There are a lot of providers undergoing a lot of stress and lot of frustration because they don't have the right mix of people or because they are unorganized. I should say there are some day care dads, too. They may only be there part of the

time, but, if they get off their work early, they make a difference. I am in a situation where the home provider's husband gets home at 3:00 or 4:00 or 5:00 in the afternoon, and he takes them out for walks. He will come home and watch those kids if she has to take one of the kids to the doctor during the day. The mother doesn't live very far away; so when she wants to take them on a field trip, mom comes by and picks kids up. They have car seats and every-thing. But her husband is a day care dad. He watches those kids.

Kathy Smith: My husband is too. He is licensed. I insisted. My husband works in construction; so six months out of the year he is there. This is great because we have a lot of one parent homes, and I have more women raising them than men.

Noralee Faulkner: I think we are coming close to the end of time that is allocated. A few more comments. Oneida did you have one?

Oneida Hurse: We have working mothers who are first time parents that have to find a program, and we say, "Come in and get acquainted with the caregiver. You need to be comfortable with the caregiver before leaving your child." It is an understanding we have that you have to work with the parents. They can come in and visit when they want. We want parents to come in and feel comfortable with the caregiver.

The only time I want to come in is if there is something the caregiver and parent can't work out together and, then, I mediate the situation.

Dalene Bradford: I am curious Bill, what do you think it is going to take to get business more interested in playing a role in child care?

Bill Berkeley: That is a difficult question; I wish Sandra were still here. I was thinking about the comment she made. Business is faced with a real dilemma because I think they understand to a degree how difficult it is. One of the problems is that some of the bills that are coming up in Congress put a tremendous burden on businesses. Even if the bill goes through where individuals are allowed unpaid time off, the pay is really not the problem. It is the training of an individual to come in and staff what ever might be their position so that the business continues. These start to be costly if that person is gone for x number of times, and we have to hire an additional individual. Or the load goes to another person, one of their associates, and all kinds of problems occur there as well. Those costs end up back on consumers, prices go

up, and a lot of the other things. There are just so many ramifications.

In addition, I don't feel business feels real comfortable in the child care business. When you look at Hallmark, which is a leader in benefits, they may have done some things, but they are getting into it very carefully. But the length of time it has taken for them and the amount of time they are taking indicates even a progressive company is leery. So I don't see any answers coming very quickly from business, other than establishing some benefits such as pre-tax dollars to pay for child care, which is important or some of the referrals. But on-the-site day care by an individual corporation is not going to happen except with very, very large companies. Yet the majority of people are employed by smaller business who simply can't afford to do it. The liability is there. The insurance rates, etc. doesn't allow them. I would say one other thing; as pessimistic as I am about it happening, the people that are heads of large corporations now are in their 50s and 60s, and they are not nearly as opinionated about the problem of child care because, even though their spouses didn't work and were in the home, their children are now working, and they see what their own children go through to establish child care. I heard one of the top five people in one of the largest corporations in Kansas City, a Fortune 500 company, say he didn't really understand how difficult it was till he had to deal with his kids' problems and listen to them on child care. I think there is hope, but I don't see a lot of it happening over-night.

Dalene Bradford: Is one of the problems that business equates child care with contract child care? Aren't there other alternatives? It doesn't have to be all or nothing.

Bill Berkeley: I think that is a very good point, but it is such a difficult issue. I come from a manufacturing environment where we have a number of different unions. We have 11 different plants across the country and a number of different unions. People who work in an office have more flexible time than in an union setting. All agreements are negotiated for months, and it is very difficult. As much as you would like to do some things, you are prevented in doing them. We are fortunate in that we have strong relations.

I want to add one other thing; in a manufacturing environment which is very different from the service sector, you just can't shut down a machine so that an individual can take care of a child. We talk about this in supervisor meetings constantly. What can we do? Sometimes we cannot do a thing because our supervisors have the exact same problems as the

people who are on the line. It is a very difficult issue. I don't have the answers other than to say it is difficult.

Kathy Smith: We have some programs at Research and Baptist Memorial Hospital; I don't know if you can compare that to a regular business, but it really is. We have found it is not really satisfactory though, because it is limited to children up to five years; then when they get to school age, they have to be uprooted and taken to their area to go to school.

Dalene Bradford: One of the problem is we equate child care to on-site child care centers and there is a lot we can do, for example,flex time and cafeteria style benefits.

Kathy Smith: And referrals. I hate to keep going back to it, but if we could set up networks...

Dalene Bradford: But Kathy, having a network doesn't help companies like Hallmark make programs available to their employees which is one of the things I was asking about. My question is, are they focused on on-site child care?

Moira Havach: Furthermore, I think employees have the responsibility to share what some of their problems and concerns are, and how things have worked out for them. Employees also need to be willing to make concessions and be flexible.

Dalene Bradford: I have never seen it mentioned in a report but I think managers and supervisors need awareness of child care problems. I have always had a boss who was aware and very concerned about the flexibility of my schedule. But this is not something everyone just naturally knows how to do.

Moira Havach: I don't think the people I work with at higher levels of responsibility would be responsive; so I would never discuss my problems. I was afraid I would be looked upon negatively as "I can't handle it" or "They're affecting my ability to function" or "I am not responsible".

I was fortunate in my situation that I could say "Hey, I have a problem. I have been looking for four weeks. I need to find a new day care provider I can't find somebody". Now I didn't ask for time off. But I was on the phone a little bit more. My job was such that I could be more flexible, but as Bill would say, not every area can permit that. If I were a machine operator and took time off the line, they wouldn't have somebody to fill in. What are they going to do if the person is on the phone every half hour or the provider is calling you to come right away.

Noralee Faulkner: Dalene, one more question. Do you see a role for the foundation? If so, what would that be in assisting with this problem?

Dalene Bradford: Well actually we are very interested in this issue. We met with Walt Vernon at Kansas City Consensus. Our board is looking at childcare as a major focus next year. There are several possibilities. One is to help consensus help finish their task force or maybe provide some paid staff to help the task force to implement some of its recommendations. We are also talking with some school districts. We are considering schools taking on drug and alcohol education, before: and after-care, helping with information and referral networks, etc. This is all new stuff. As a former teacher I know we are asking for a lot of change in school districts. We are interested in working with a few school districts to set up some models. My boss calls them schools for the 21st century, looking at how schools can assume some of these new roles and how schools can be configured. There is always a need for in-home providers for after-school care, but in certain parts of the city, schools are going to have to take on that responsibility because of transportation problems and schedule, timing, and so forth. Schools are not currently equipped for that, and are simply not doing it because of lack of funds. So we are looking at setting up some models to evaluate how these things work.

Ludora Preciphs: You know we have been providing after-school care for several years; so that's nothing new.

Dalene Bradford: But not all schools have.

Ludora Preciphs: No, they haven't, but as I said earlier, we started in before-and after-school a long time ago.

Dalene Bradford: Has Kansas City, Missouri had after-school care for nine, ten, eleven year olds?

Ludora Preciphs: We have before-and after-school programs. Not in all the schools, but in the schools we could get into. We would send out a questionnaire and see where there was a need. If there was a need, we would set up a program. We started out with before-and after-school care for ages 5-9. Now we have ages 5-12, which means we keep them before and after school as long as they are in the elementary school. In the summer, we go to age 14 because I see there is a need for the teens.

Dalene Bradford: How late at night?

Ludora Preciphs: Six o'clock

Noralee Faulkner: Dalene, I might share with you that those programs were started with Title XX funding.

Dalene Bradford: We don't have latch key problems in the Kansas City, Missouri School District?

Ludora Preciphs: We have problems just like everybody else.

Noralee Faulkner: There are some visiting programs for certain students.

Ludora Preciphs: Right, but we still have a problem because we have waiting lists. We are only licensed for 50, and we have a waiting list of approximately 15 or 20.

Noralee Faulkner: It is a funding limitation. I am really going to have to cut you all off. I want to thank you for participating in this. It was a pleasure meeting all of you.

Group 6 Participants

*Jan Lane; Facilitator, Chair, Missouri Preschool P.T.A. and Director, Parents and Teachers, Center School District

Marge Grant; Vice-president American Multi-Cinema

Shirley Norris, Director, Day Care Licensing, Kansas Bureau of Adult and Child Care Licensing

Lynn Schutte, Dentist and parent

Doris Scott, Director, La Petite Day Care Center

Jan Lane: Let's begin by introducing ourselves and the community group or perspective we are representing.

Marge Grant: I served on the Kansas City Consensus Child Care Task Force. I am also a member of the business community.

Doris Scott: I work for LaPetite Academy; I have been involved in professional child care organizations such as Johnson County Child Care Association and the former Greater Kansas City Early Childhood Coalition.

Lynn Schutte: I am here as a parent. I have one child who is three years old; I am also a dentist.

Jan Lane: What kind of child care does your child use?

Lynn Schutte: He is in St. Joseph's Child Development Center. I think he gets excellent care.

Shirley Norris: I am chief of child care licensing for the state of Kansas which includes not only day care but also residential care. Our licensing agency is in the Department of Health and Environment which is different from all but six states.

Jan Lane: Whenever I introduce myself to anyone, I always tell them I am first, foremost, and always, a parent; I have four children. Most of my background has been in volunteer parent education through the Missouri Congress of Parents and Teachers, particularly with preschool P.T.A.s and parents of young children. My professional cap for the last three years has been as a parent educator working with Center School District. I have many contacts with different areas that I hope, in the future, will be merging to make child care a quality service available to parents and children in a number of settings. One of the issues suggested earlier was the diverse needs of parents. Not all parents need the same thing; so it is very difficult to define quality day care for all parents in terms of one answer. Maybe we could begin by discussing some of the options.

Marge Grant: There has always been talk about corporate involvement in child care and that, I think, is a window on meeting parents' needs. We have always been able to count the number of national corporations involved in child care. I have a feeling, at this point, though, that if there is a bell curve, we are really going up on the bell curve in terms of corporate involvement. Since the national office of LaPetite is here, I was asking Doris, who travels throughout Illinois, Kansas, and Oklahoma, two questions. One "Is LaPetite on an expansion

program in terms of corporate involvement?" And, secondly, "Why?"

Doris Scott: LaPetite is responding to needs as we have been ever since the corporation began in 1970. In 1970, we certainly never envisioned over 600 centers nationwide; but there has been a need for the centers, and we have responded. In the same way, corporations are waking up to the benefits that are accrued through helping employees find quality, affordable, child care. We have a person in our home office whose sole responsibility is to make contact with businesses. We show them how they can build an on-site center that we will manage or we will come in and build the center. They can guarantee us a certain number of slots and then the rest can be open to the community or, if the demand is large enough the entire center can be filled with children of their employees. I think we currently have four such centers operating in the United States, and more are planned.

Marge Grant: Do the corporations pick up any part of the fee?

Doris Scott: Yes, and that, again, depends on the individual corporation. Some corporations pick up as much as 25%. Some offer child care as part of a flexible plan; child care becomes an employee benefit rather than retirement, for example, i.e. a cafeteria plan. Or the corporation can pay the entire cost.

Jan Lane: Doris, you mentioned that a corporation can guarantee you so many slots. Does that mean they will guarantee to fill that many slots or that you must guarantee to hold open that many slots?

Doris Scott: Both. For example, we built a center for 150 children. The corporation realistically thought they would fill 100. We would hold those 100 slots for them. Whether they were filled or not, we would hold them, and the parent company would fund those slots.

Jan Lane: Do they fund by paying for the full slot or by partially subsidizing the employees' payments?

Doris Scott: Either way. It depends. I am not trying to be evasive. Whatever the corporation wants is basically what we go in and do.

Marge Grant: You said you were going into downtown Tulsa, which I find really interesting. Do you know who you are contracting for?

Doris Scott: William's Company. I know they have requested we have so many infant and toddler slots because this is going to be the primary thrust of the care. We will not be serving elementary age children, though possibly some in the summer. I don't know whether they have guaranteed a certain number of slots.

Shirley Norris: I think we need some clarification. There are two kinds of corporation child care. One is a corporation that does nothing but provide child care such as LaPetite, KinderCare, and Day Bridge. Then, there are other corporations with whom they contract; child care can be available to their employees, but their primary business is not child care.

Doris Scott: We are talking about corporate involvement in day care.

Shirley Norris: They are two different kinds of issues. You were talking about the child care LaPetite is providing for corporations, not the fact that they are a corporation themselves.

Jan Lane: Not discussed in much depth today is the hybrid of child care that goes with hospitals and the medical community. Lynn has mentioned her child is in a day care program sponsored by a hospital. Do you find that meets your needs right now, Lynn?

Lynn Schutte: It is wonderful. It is right there. It is not quite on the campus, but it is real close so you could breast feed at your lunch hour. Everything was real nice. There are more children there because of the needs of all the nursing staff and everyone else, but I think it is excellent.

Marge Grant: Is it near your office?

Lynn Schutte: Yes.

Marge Grant: You are a dentist?

Lynn Schutte: Yes; I think there is a year-long waiting list, but because I was affiliated with the staff of the hospital, my child was accepted. I think they are now more selective; it truly is for the nurses. It started out to be open until 8:00 P.M. for the later shift, but that has ended because there weren't sufficient numbers.

Marge Grant: Is it subsidized?

Lynn Schutte: I don't think so; I pay the full fee. But there are different breaks for direct employees; I know it is taken directly

out of their checks.

Doris Scott: Do you think they use a sliding scale for employees?

Lynn Schutte: Yes, it is a little less for employees. The latest fee schedule indicated employees pay a little less.

Shirley Norris: It was my understanding the hospital provides the facility; so they subsidize it to that extent. Is that correct?

Lynn Schutte: I don't know. I know we are still in the red; I know money is a big problem.

Jan Lane: In the case of St. Joseph's Hospital, the child care facility is not actually on the hospital campus; it is a distance away, maybe two blocks, and located in what was originally a school setting. So I don't know that it is hospital owned property. It may be that the hospital covers the rent or has an arrangement for that.

Shirley Norris: The primary sponsor of corporation centers in Kansas is hospitals. In fact, the only employers right now that have on-site child care are hospitals. They were in the forefront of providing that kind of service to their employees.

Lynn Schutte: I know of other women dentist who started out on their own and then kept their child in the office, making sure there was somebody to watch them and the other employee's children. That sounds wonderful to me, but there was no space in my office and no way I could do that. Some of those arrangements have worked, and some of them haven't. Maybe having problems with your child while you are at work is another stress.

Doris Scott: How old is your child?

Lynn Schutte: He is three and a half.

Doris Scott: So what do you do when he needs to go to elementary school?

Lynn Schutte: Well, there is a kindergarten in St. Joseph's facility, and they stay there all day. Now that is tempting, but I also know all Zach has ever known is that center. He has been very happy there, but I will start to reach out and see what happens. I have heard of people that have left St. Joseph's, placed their children in a day care center and from there, they are bussed to the afternoon kindergarten. The program just takes

care of everything for them; I don't know why, but the shipping around of your child kind of bothers me a little bit.

Doris Scott: Did you say they have a kindergarten at the hospital?

Lynn Schutte: Yes, there is a kindergarten. I haven't studied how the children do when they go on to public school. I think it has more of an open atmosphere. Children don't read for you; they don't count to one hundred or other things; but it is more relaxed, and I see all kind of nature things when I go through on the way to get my child at night. I see there is an ant farm, and all kinds of stuff. I think they are learning in a different way. They can learn their numbers and things later. I think there is a choice, and I have to decide.

Shirley Norris: It might help you to get a copy of NAEYC's Developmentally Appropriate Kindergarten curriculum. You will find it fits what they are apparently doing at St. Joseph's. It sounds as if it is really open and free and much more patterned after early childhood programs than an elementary school.

Jan Lane: On the Missouri side, I think we are experiencing a second wave of crisis in the kindergarten curriculum. Many of the public schools in Missouri have been gearing up their kindergarten curriculum to be highly academic so long that a lot of what is done in kindergarten classrooms would be considered highly inappropriate for a five year old by early childhood standards. Those district kindergarten programs that have had the courage to hold the line and say, "No, this is not appropriate for five year olds" may, on surface examination, look like a less valuable, less school-type program. This is an area where early childhood professionals are trying very hard to educate parents as to what really is best for children in terms of curriculum and classroom settings at that four, five, even six year old age level.

From school district to school district, even from building to building within a school district, you can have a different flavor to a kindergarten curriculum. My children have all been in a school district that had a highly academic kindergarten curriculum where children had individual little desks and chairs and put their books under the top of the desk. There was a house-keeping area in the corner of the room, and that was your reward if you were good all week! When you look in the kindergarten classrooms of the school district where I currently work, you can tell from the equipment and classroom organization that the atmosphere is very different and much more geared to hands-on experiences and teacher-child interactions.

Shirley Norris: Part of that difference may have to do with where the kindergarten teacher got her teacher training. Teacher training institutions are the ones that teach kindergarten teachers what is appropriate. So we have to impact at that level. It would be interesting for you to find out where your kindergarten teachers got their training.

Doris Scott: Another thing we have to get involved in is parent education. I don't know whether it is because we primarily build in middle to upper middle class suburban areas, but our parents need educating because they want a ditto every day.

Shirley Norris: They need to be educated about the developmentally appropriate position statement for preschoolers and kindergartners that NAEYC has developed.

Doris Scott: A lot of parents want proof of purchase every day. What did we pay our money for today?

Jan Lane: I work with parents with very low incomes, including single teen parents as well as families where both parents are working, are well educated, and have high expectations for the education of their child. Within the families I work with, I see such a variety of expectations for day care. I have a young teen mom who is at home with three babies who says, "Tell anybody who needs a babysitter I will be happy to babysit for them." She is having difficulty handling her own three at home, but her expectations for where she would place her child in child care are very different than parents who visit three or four schools and ask lots of really good questions about day care before they decide where they are going to leave their child. So in some cases, it is what is expedient and what's cheap; it is what is available when I have to go to work in the morning or when I have to get off in the evening with very little flexibility in being able to address the kind of activities and teacher-child interaction a child will experience all day. I am afraid from my experiences with parents in my program and parents that I have known on a parent-to-parent level, that there are very few families where in-depth searching for child care goes on. We need to do something to have that happen more often because that, in turn, will have a great influence on the quality that we will see from the child care industry.

Shirley Norris: We cannot really have consumer pressure until parents have options. It is a lot easier for a parent that can make a choice between LaPetite and KinderCare to say to one of the others, "Look, they are doing a better job than you. How come you are not doing this?" But when you are in a little town

in Kansas, and you have one child care provider, you just cannot put much consumer pressure on that child care provider because she will say, "I don't need your child" and there is no place for that parent to go. Someone concluded earlier by saying we need to reach this point of supply and demand; well, we just don't have that. So even though parents may not be choosing child care very well, they don't have any choices.

Jan Lane: That's right.

Shirley Norris: There are some places that no matter how much parents could afford to pay for child care, there is no child care to buy. That is one of the big, serious problems.

Jan Lane: Even in the metropolitan Kansas City area, the range of options is so much better. You have everything from a nanny, to the teen mom down the street who will keep your child for $.75 to $1.00 an hour and provide custodial care at best.

As much as I see literature from the child care industry on child care providers becoming more professional, though, and demanding a certain amount of professionalism as far as the right to paid holidays and things like that, I don't see too many of us who are part of parent groups putting together a brochure on how to approach a day care provider when they say, for example, they no longer want to feed your child breakfast in the morning, or they have been providing the diapers all along, and now they want you to provide them, or they are going to take a long weekend and let you know on Thursday that Friday they won't be there. Parents find some of those things really stressful. We have not provided them with any options as to how to deal with of these kind of crises.

Shirley Norris: The parents or providers, either one, should demand a contract between the provider and a parent. These problems really happen more in family day care. At least in a center, parents can see what they are going to get. There is information provided to them, and I am sure there is some kind of contractual arrangement. But frequently providers don't consider day care homes as a business, though this is beginning as providers are confronted with business requirements. So they don't sign a contract with a parent. If a parent had a contract with a provider that said she will provide the diapers, then she could not change her mind overnight. Or if the provider said this is what I am going to do in terms of paid holidays, and this is what I expect of you, she cannot take a holiday without making other arrangements for child care. Without contractual arrangements, parents are really at the mercy of the child care

provider. But that also works the other way. Parents pick up a child and say, "Well I am not going to bring her back on Monday. I have found someone else." The provider has a budget based on having that child, and it may be a week or two before she gets somebody else. So many of the complaints we get from parents about child care providers have as a bottom line financial arrangements for hours of care, disagreements that should be worked out in a contract to begin with.

Doris Scott: One of the things Johnson County Child Care Association tried to do in the early '80s was to provide sample contracts for child care providers. Shirley is right, the centers have them. I think it is probably a licencing requirement.

Shirley Norris: It isn't really, although we provide a sample.

Doris Scott: We provided child care providers with sample contracts so they could be more knowledgeable about their rights as well as their responsibilities to parents. Another thing Johnson County Child Care Association tried to do is alleviate the loneliness of providers. Support groups of in-home providers were developed for training and education and just to feel part of a network. I believe The Day Care Connection does the same thing. They are both umbrella organizations for the child care food program and support and help providers get registered or licensed in Kansas.

Shirley Norris: Actually, Johnson County Child Care Association has an excellent newsletter. I am not sure how often they have little seminars and groups for day care home providers, but that newsletter is bound to make a difference just in terms of their feeling that they belong to a group.

Jan Lane: The family day care provider project that the University of Missouri started in cooperation with Heart of American Family Services is really exciting from a parent perspective, in that home day care providers, which for many parents are the ideal option with a young child, now have a support system and information network improving the quality of their care.

Shirley Norris: When Congress appropriated money to the states about three years ago, to use for prevention of child abuse, there was a lot of flexibility in how those funds could be used. So Kansas set up a training program. They organized a separate corporation, Kansas Child Care Training Opportunity, and one committee of that has focused on training day care home providers. They have several training sessions each year and held

a state- wide conference just last year that had a hundred and eight day care home providers attending. There were only two no shows of the preregistered people. I have been involved with conferences all my professional life, and never have we had a meeting where there were only two who didn't show up. So providers are really excited about getting together and having a support group that provides them services. There is a core out there of day care providers who really consider themselves professionals and do a professional job. Then, from where I sit, there is a fringe out there who have no other qualifications for work so they decide they will take care of children. They have no interest and no skills; their turn over rate is very high, and the care is very poor.

Doris Scott: If you hear of somebody taking care of children who isn't licensed or registered, what recourse does the state of Kansas have to deal with the problem?

Shirley Norris: Our statute gives the authority to prosecute unregulated care to the county attorney, which is a mixed blessing because some county attorneys don't want to bother with it. Other county attorneys would find it could destroy them in the community.

Doris Scott: Lock up grandma?

Shirley Norris: Cite this little lady down the street for unregulated care when she has been taking care of the town's children for 30 years? No way!

Doris Scott: It could be a disservice to the parents, too, if the care is good care.

Shirley Norris: Well, there is a question about whether you could ever provide adequate care for 20 children under kindergarten age. But in some small towns, that is what happens. Well, in any case, to get back to Doris' question, we have many, many complaints daily of unregulated care from one place or another. And the first step is to inform the person that licenses, registration, or certificates are required by law in Kansas. Then the next step is to direct our licencing evaluators, who in most cases are county health staff, to drop in and find out if there are children in day care, and if there are, then the next step is to threaten the provider with a fine which doesn't always work either. Then, finally, if none of that works, we try to communicate with the county attorney by having the head of our agency, the Secretary of Health and Environment, write a letter to him/her asking for cooperation in calling to this woman's attention the fact that she

is giving unregulated care or breaking a law. Some county attorneys will write a letter which takes care of the problem. Johnson County is the only county in this state that has a superior record in helping to enforce the law and to really direct attention to unregulated care providers. If a woman gets a letter from a county attorney, that seems to get her attention, but it is a very difficult process. I find getting at unregulated child care the least satisfying thing about my job.

Doris Scott: I think when you are in any metropolitan area, parents are more apprehensive. Because they are not putting their child with Mrs. Ella down the street whom they have known all their lives, they are more apprehensive and are more apt to look for licensing or registration. But in the little town I grew up in, Downs, Kansas, there are only 1300 people, and we knew all of them. So mother would not have hesitated to put me with Mrs. Scheets because everybody knew her; my mother would not have felt the apprehension I felt when I came to Kansas City and needed child care.

Shirley Norris: Is this an appropriate time to ask you about the Parents as First Teachers Program? I would think a part of Parents as First Teachers is helping parents know how to choose child care.

Jan Lane: That can be a part of the curriculum information covered in a home visit. Content varies from parent educator to parent educator. Often times a group meeting will be provided on quality day care and what to look for; we have done that once, the first year of our program. Other than that, we have printed material we hand out to parents when we know a mom is going back to work to provide them with some good information about what to really look for in child care. The questions that we get most of the time are with infant and toddler care. In the past two years we have had a real interesting community-wide network on day care programs in the Center School district area. Many of the directors have gotten together and shared information about their hours of operation and the age groups they serve. But in all cases of infant and toddler care, the centers providing that kind of care are full and have waiting lists. We have some moms in our program who will do infant and toddler care in their home, but they are not necessarily moms I feel comfortable recommending to another parent. Those families I do feel comfortable about recommending normally have all the children they can handle. So we provide information wherever possible with older children; we let parents know what their options are in the community.

As a rule of thumb, we are encouraged not to give just one referral to a parent; so I have picked three or four programs that I personally am familiar with and can feel comfortable with recommending to the parent; then I let them know if these do not meet their needs, we have a whole list with more names. One of my recommendations has been accredited through the process of Missouri, and I served on the accreditation team, so I know it is a good program from having spent quite a bit of time there. I am familiar with another program because many of the families within Parents as First Teachers use it, and I see their kids on a regular basis during home visits. These are really nifty little kids who you can tell have had a great day all day long when you go to do a home visit in the evening. So I feel very comfortable recommending that center. Then I normally will recommend one or two others that I know are less expensive. The first two are quality centers; so I will recommend a couple that are in the lower price range in case parents need that as an option built into their child care. It is not required, though, as part of the program.

Shirley Norris: So "Parents as First Teachers" means you go into the parents' home and discuss child care issues with parents in the home setting?

Jan Lane: We discuss child development and what to expect from your child and lots of ideas of ways to do activities with a child at home that will encourage development as it emerges. And it is available if you live in Kansas.

Shirley Norris: Are your referrals coming from health departments? From social services? The schools?

Jan Lane: It is a program for all families.

Shirley Norris: Regardless of income?

Jan Lane: That is right. That is why there is a very diverse group of parents participating in the program which was an important part of building the program initially--that it not be seen as a special needs program. We spent a lot of time actively recruiting families, literally beating the bushes. We worked a lot through day care centers and preschool centers in the community to identify families who had children under the age of three because our program addressed birth to age three the first two years. We do a lot of recruiting with child birth classes and hospitals and doctors and, particularly in the last year, a real effort has been made to do networking of our program since it is available throughout Missouri. We have a metropolitan group that

has provided sanity and support for three years and also does some metropolitan-wide recruiting for the program. Now that is being developed and taken more into rural areas.

Shirley Norris: In defense of Kansas, we do have a home visitor program but it is not state-wide. County health staff are the coordinators; they send a paraprofessional who visits each home of a newborn child in that county. It is short in duration, maybe a year, but they identify the high risk families and will stay with those. It was funded initially with child abuse prevention money, and it still may be to some extent. It was designed to pick up stress with a new baby to prevent child abuse in that family. It is not as extensive as Missouri's, but it has been very successful.

Doris Scott: I am glad Shirley said the awful word "funding." Information on that has been real sketchy today. When the keynote speaker read what is going on in Sweden, I wondered as a parent, as an early childhood person, and as a business person, where is the money coming from?

Shirley Norris: They have 50% income tax in Sweden. If you look at the income tax level in the countries that provide family support systems, the income tax rate is very high. Our country hasn't been willing to tax, and there hasn't been any ground swell to say we want this provided by the government. If you look at the size and homogeneity of Sweden compared to the size of the U.S. and the great diversity of cultures and concerns and interests, it is going to be a long time before we ever would put that kind of money into children's programs, which is very sad. Our country is going to suffer from not having a good child care policy. The only thing that ever makes me feel less depressed is that, most of these children in not very adequate day care may be getting somewhat similar parenting in the day care that they would be getting at home. So I am not sure things would be changed as much as a lot of people think they might. I think what we would really like to see is that all children have an opportunity for child care that enhances their growth and development rather than just keeping them wherever they would have been anyway. Of course, I think there is always strength in being with your family; so day care ought to be at least enough better to offset being cared for by your own family whatever their skills are. If you look at the 2.5 billion dollar price tag for the Act for Better Child Care and compare it with other government programs getting 2.5 billion dollars, there are hardly any others that seem nearly as important to me as that of our children.

Doris Scott: The attitude of the government in terms of Gramm-

Rudman is cutting back, not increasing spending on anything, except defense.

Shirley Norris: Well, Gramm-Rudman would cut the defense too. It would cut everything. The theory of Gramm-Rudman is that since Congress could not make any decision about what is important, cut everything. I think the new effort to be selective in terms of what is cut is certainly much more reasonable. Our program is 99% federally funded by the Maternal and Child Care Health block grant. If the Gramm-Rudman bill passed, the reduction in child care licensing staff at the state level in Kansas would be rather noticeable since we only have four people at the administrative level. It would cut an awful lot of our budget. We have a pretty small budget, but it is all federal money. So a Gramm-Rudman across the board-cut is a very scary prospect.

Doris Scott: I noticed the Kansas City Consensus report recommended church-related centers in Missouri be brought into the system through licensure. They also recommended increasing the staff for licensing agencies to decrease the average staff load from 55 to 50 because this change would bring so many more centers into the system. Again, that's money.

Shirley Norris: Well, it is going to have to be a priority. Of course it is money. If our children are important, then we will have to put enough money into it.

Lynn Schutte: What about the interaction of the elderly with children? Will that save money? I do free dental checks at a nursing home, and it happens to be right near where my child is in day care. Occasionally different groups bring presents to the elderly and just to watch that interaction is beautiful. I know this facility is thinking about putting a child care program in that elderly home not only for the employees but also for the area.

Shirley Norris: Actually, the combination in one setting is very realistic. We have a big project now at a hospital in Topeka. They are going to totally design a new building which is going to have adult day care and child day care areas, and then there will be some exchange. They will have a multipurpose room and time to spend together. The reason I shook my head is because sometimes people think the answer to child care is to hire aged adults to be the staff. That is not the answer. Nor is it the answer to hire ADC recipients to be the staff. A committee in Kansas is going to suggest that maybe that will solve two problems: getting the ADC mothers back to work and providing child care that people need. Well, that is not the answer although there was a training program a few years ago that concentrated

on getting ADC clients prepared to work in child care, and some of them did very well. Of course, as someone else pointed out, why should I train someone in a field that keeps you at a poverty level? Which is basically what child care is.

Doris Scott: Shirley, you are depressed!

Shirley Norris: Well, yes I have much to feel that way. I sit there and see all this. There is a lot of good child care in Kansas, I have no doubt about that. But, most of what I see is not good child care. My primary role is to do the enforcement. I hear the complaints. I read these terrible inspection reports. I prepare the legal documents, get these people in court, and out of child care. It is depressing; I have to keep it in perspective that the percentage of these providers is very small compared with our total. Kansas has approximately 6,500 licensed or registered day care facilities including registered homes, licensed homes and centers, and all of them have to be regulated. I don't believe Missouri regulates family day care below a certain number, and I am not really sure what they do about those that aren't on contract to social services. We regulate all child care when we know about them. If you look at the percentage of enforcement proceedings compared with the total number, it is very small; but it is easy to lose sight of that.

Jan Lane: Is one of the advantages of becoming a licensed day care home that you then become eligible for government subsidies for food?

Shirley Norris: You have to be either licensed or registered in order to qualify for either the child care food program or purchase of service by social services. The child care food program has probably gotten more people into the licensing program than any other one program. It helps provide another avenue for supervision and input into what happens in a home.

Jan Lane: Plus support for your day care providers.

Shirley Norris: Unfortunately, when Congress institutes the child care tax credit they did not require that the child care that provided your income tax deduction be regulated because there is not uniformity across the country in terms of licensing or regulation. We could do that in Kansas because we have regulation, but you would have to have such variation from one state to another. For example, here in Missouri, do you use child care that is legally not required to be licenced? Should you still be eligible for the child care exemption? Congress decided it was too big a problem. Plus,a lot of child care is provided by

relatives.

Jan Lane: I want to comment on your being depressed about the day care situation.

Shirley Norris: Just mildly, just mildly.

Jan Lane: My experience as a professional in the early childhood field has only been in the last three years; before that I had gone back to school to work on my associate's degree in early childhood. When I first went back to school, possibly because I was a novice in the field and possibly because it just wasn't there, the information, the networking and the sharing about issues that affect young children did not seem to exist as strongly or as focused as it is today. I think early childhood as a profession has gotten its act together in the last five years and has set some standards from inside the profession that add tone and flavor to everything that we as professionals ask for children. Things are still not the best in the world, but we have got a good beginning for making it better and are creating a political base to work from in asking for things that are important for our children and families.

Shirley Norris: I think that is true. The fact that ninety organizations got together ahead of time to agree on a national child care bill says a lot for how much the early childhood profession has learned about getting support. The last child care legislation that was introduced created so much disagreement within the child care field, it was discredited because of lack of support. This time, the profession did better, and there is such a ground swell of support, it is going to be hard, I think, to not do something to help ease the burden for child care.

I will be interested to see the bill that Dr. Bernice Weissbourd mentioned for providing child care in the schools. Dr. Zigler thinks the public school is going to be the hub for child care. He is suggesting the schools as a model because it is available and the parents are used to using the schools; it is an interesting idea.

Jan Lane: Terrill Bell wrote an article several years ago about the schools being the community base and the extension of the home in providing a lot of services, right down to having a health care clinic in all the schools, creating a really neat community support system for families. I don't know that it is possible to ever get public schools to take on the extra work that would be involved in such an idea. I have worked closely enough with public schools to know that every time you ask them to do one

little thing, they panic that they cannot do one more thing, the resources and money then goes to administrative type things. I am concerned as a parent that we get our act together in the form of direct services to children for awhile first, before we start building a utopia society around the public school base.

Shirley Norris: If you look at the child care system that is out there, we have an enormous investment in programs like KinderCare, LaPetite, and Day Bridge, in non-profit community centers, and United Way and hospital-supported programs; where are they going to fit? I don't see how they fit in Dr. Zigler's model unless schools contract for services. I agree with you, Jan; I can't see the schools being willing to do this.

Jan Lane: No, they have enough other concerns without giving them some of our early childhood programs.

Shirley Norris: I feel very nervous about the public schools being involved with preschool children because they have not adapted; the schools just want to have watered down first graders. So it would mean schools would really have to recognize early childhood as an area for which you have an early childhood certificate and that you don't retrain a sixth grade teacher to work with preschoolers because she has a certificate in education. I think there is a lot of hesitation to turn over nurturing to the public school system. Their record is not very good.

Jan Lane: I would like to see them improve themselves first.

Shirley Norris: They don't even do a good job with kindergartners. How can we turn over three year olds to the schools when they teach academics to five year olds?

Doris Scott: Make them do dittos, by golly.

Shirley Norris: That is right!

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Attendees

Allison, Kerri, In-Home Child Care provider

Berkeley, Bill, Vice-President, Tension Envelope
President, Kansas City Consensus

Berta, Sister, Associate Director, St. Vincents Day Care Center

Bradford, Dalene, Vice-President
Greater K.C. Community Foundation and Affiliate Trust

Braswell-Conaghan, Becky, Director
Cradles and Crayons Special Needs Day Care

Brotmarkle, Helen, Director, Red Door Child Care Center
President, Greater K.C. Association for Ed. of Young Children

Brozman, Jack, President, La Petite Academy, Inc.

Burke, Willie, Director, Lollipop Child Care Center

Cable, Valerie, Co-Director, Day Care Connection

Carpenter, Sue, Director, Johnson County Child Care Association

Clamons, Terri, Publisher, Kansas City Parent Magazine

Conway, Lione, Clerk Typist and Parent

Corita, Sister, Director, St. Vincents Day Care Center

Crompton, Dwayne, Executive Director
KCMC Child Development Corporation

Curls, Phil, Senator, Missouri Legislator

Eason, Janis, Sales Representative
Blue Cross/Blue Shield and Parent

Faulkner, Noralee, Regional Supervisor, Day Care Licensing,
Missouri Department of Social Services

Fishman, Andi, Director
Jewish Community Center Child Development Center

Franz, Vanda, Director, La Petite Academy Child Care Center

George, H.S., Vice President of Special Services
St. Joseph Health Center

Glander, Deb, Resource and Referral Coordinator
Heart of America Family Services, Inc.

Goffin, Dr. Stacie G., Assistant Professor
Early Childhood Education, UMKC

Grant, Marge, Vice President, American Multi-Cinema

Gustin, Nicki, Director of Human Resources, H & R Block

Gustin, Richard, Systems Analyst, Yellow Freight and Parent

Havach, Moira, Hallmark employee and Parent

Heling, Dave, News Editor, WDAF-4 and Parent

Herron, Margaret, Staff Member
Boys Club of Greater K.C. and Parent

Hurse, Oneida, Director, YWCA Infant Toddler Program

Jones, Phyllis, Head Start Director, KCMC Child Development Corp.,President, National Black Child Development Institute Greater K.C. Affiliate

Kaufman, Naomi, Attorney and Parent

Kemp, Rose, Regional Administrator
Women's Bureau, The Department of Labor

Kennedy, Karen, In-Home Child Provider

Kirkpatrick, Marci, President, In the Company of Children

Lane, Jan, Chair, Missouri Preschool PTA and Director,
Parents as Teachers Program, Center School District

Lang, Marlene, Vice President of Human Resources
Research Medical Center

Myers, Marguerite, Child Care Consultant

Neagher, Dr. Katherine, Director of Teaching Education

Metropolitan Community College

Neitfield, Cindy, Downtown Child Care Coalition and Parent

Norris, Shirley, Director, Day Care Licensing
Kansas Bureau of Adult and Child Care Licensing

Platt, John, Regional Administrator
General Services Administration

Preciphs, Ludora, Director, Linwood ECEC

Rabicoff, Bonnie, Staff Member
Kansas City Council for Youth Development and Parent

Randall, Billie, President, Coalition of Labor Union Women

Roling, Steve, Editor, Kansas City Business Journal

Russell, Sue, Regional Coordinator
Missouri Parents as Teachers Program

Schaeffer, Deborah, Owns home business and Parent

Schmiedler, John L., Superintendent of Schools
Diocese of Kansas-St. Joseph

Schutte, Lynn, DDS and Parent

Scott, Doris, Director, La Petite Academy Child Care Center

Smith, Angie, Secretary, Ford Assembly Plant,Claycomo and Parent

Smith, Kathy, In-Home Child Care Provider

Stern, Ann, Vice President, Community Services
National Council of Jewish Women, Greater K.C. Section

Stubbs, Shirley, Director, Employee Services and Children's Youth Services, Heart of America Family and Children's Services of K.C., Inc.

Taylor, Beverly, In-Home Child Care Provider

Thompson, Lisa, Director, Daybridge Learning Center

Turner, Lois, Coordinator, National Council of Jewish Women
Greater K.C. Section Mothers in the Work Force Study

Vartuli,Dr. Sue, Associate Professor, Early Childhood Education, UMKC, and President,Association for Education of Young Children, Missouri

Watson, Beverly, In-Home Child Care Provider

Wiedenkiller, Jay, Director
St. Joseph's Hospital Child Development Center

Williams, Elaine, Nurse Clinician and Parent